



ILLINOIS
DEPARTMENT OF CENTRAL
MANAGEMENT SERVICES

PAY PLAN

EFFECTIVE FOR FISCAL YEAR 2023
(January 4, 2023 EDITION)

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AUTHORITY: Authorized by Sections 8, 8a, 8c, 8e, 9(7) and 9(14) of the Personnel Code [20 ILCS 415/8, 20 ILCS 415/8a, 20 ILCS 415/8c, 20 ILCS 415/8e, 20 ILCS 415/9(7) and 20 ILCS 415/9(14)], subsection (d) of Section 1-5 of the Illinois Administrative Procedure Act [5 ILCS 100/1-5(d)] and by Sections 4, 6, 15 and 21 of the Illinois Public Labor Relations Act [5 ILCS 315/4, 5 ILCS 315/6, 5 ILCS 315/15 and 5 ILCS 315/21].

SOURCE: Filed June 28, 1967; codified at 8 Ill. Reg. 1558; emergency amendment at 8 Ill. Reg. 1990, effective January 31, 1984, for a maximum of 150 days; amended at 8 Ill. Reg. 2440, effective February 15, 1984; emergency amendment at 8 Ill. Reg. 3348, effective March 5, 1984, for a maximum of 150 days; emergency amendment at 8 Ill. Reg. 4249, effective March 16, 1984, for a maximum of 150 days; emergency amendment at 8 Ill. Reg. 5704, effective April 16, 1984, for a maximum of 150 days; emergency amendment at 8 Ill. Reg. 7290, effective May 11, 1984, for a maximum of 150 days; amended at 8 Ill. Reg. 11299, effective June 25, 1984; emergency amendment at 8 Ill. Reg. 12616, effective July 1, 1984, for a maximum of 150 days; emergency amendment at 8 Ill. Reg. 15007, effective August 6, 1984, for a maximum of 150 days; amended at 8 Ill. Reg. 15367, effective August 13, 1984; emergency amendment at 8 Ill. Reg. 21310, effective October 10, 1984, for a maximum of 150 days; amended at 8 Ill. Reg. 21544, effective October 24, 1984; amended at 8 Ill. Reg. 22844, effective November 14, 1984; emergency amendment at 9 Ill. Reg. 1134, effective January 16, 1985, for a maximum of 150

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amended at 13 Ill. Reg. 16950, effective October 20, 1989; amended at 13 Ill. Reg. 19221, effective December 12, 1989; amended at 14 Ill. Reg. 615, effective January 2, 1990; peremptory amendment at 14 Ill. Reg. 1627, effective January 11, 1990; amended at 14 Ill. Reg. 4455, effective March 12, 1990; peremptory amendment at 14 Ill. Reg. 7652, effective May 7, 1990; amended at 14 Ill. Reg. 10002, effective June 11, 1990; emergency amendment at 14 Ill. Reg. 11330, effective June 29, 1990, for a maximum of 150 days; amended at 14 Ill. Reg. 14361, effective August 24, 1990; emergency amendment at 14 Ill. Reg. 15570, effective September 11, 1990, for a maximum of 150 days; emergency amendment expired February 8, 1991; corrected at 14 Ill. Reg. 16092; peremptory amendment at 14 Ill. Reg. 17098, effective September 26, 1990; amended at 14 Ill. Reg. 17189, effective October 2, 1990; amended at 14 Ill. Reg. 17189, effective October 19, 1990; amended at 14 Ill. Reg. 18719, effective November 13, 1990; peremptory amendment at 14 Ill. Reg. 18854, effective November 13, 1990; peremptory amendment at 15 Ill. Reg. 663, effective January 7, 1991; amended at 15 Ill. Reg. 3296, effective February 14, 1991; amended at 15 Ill. Reg. 4401, effective March 11, 1991; peremptory amendment at 15 Ill. Reg. 5100, effective March 20, 1991; peremptory amendment at 15 Ill. Reg. 5465, effective April 2, 1991; emergency amendment at 15 Ill. Reg. 10485, effective July 1, 1991, for a maximum of 150 days; amended at 15 Ill. Reg. 11080, effective July 19, 1991; amended at 15 Ill. Reg. 13080, effective August 21, 1991; amended at 15 Ill. Reg. 14210, effective September 23, 1991; emergency amendment at 16 Ill. Reg. 711, effective December 26, 1991, for a maximum of 150 days; amended at 16 Ill. Reg. 3450, effective February 20, 1992; peremptory amendment at 16 Ill. Reg. 5068, effective March 11, 1992; peremptory amendment at 16 Ill. Reg. 7056, effective April 20, 1992; emergency amendment at 16 Ill. Reg. 8239, effective May 19, 1992, for a maximum of 150 days; amended at 16 Ill. Reg. 8382, effective May 26, 1992; emergency amendment at 16 Ill. Reg. 13950, effective August 19, 1992, for a maximum of 150 days; emergency amendment at 16 Ill. Reg. 14452, effective September 4, 1992, for a maximum of 150 days; amended at 17 Ill. Reg. 238, effective December 23, 1992; peremptory amendment at 17 Ill. Reg. 498, effective December 18, 1992; amended at 17 Ill. Reg. 590, effective January 4, 1993; amended at 17 Ill. Reg. 1819, effective February 2, 1993; amended at 17 Ill. Reg. 6441, effective April 8, 1993; emergency amendment at 17 Ill. Reg. 12900, effective July 22, 1993, for a maximum of 150 days; amended at 17 Ill. Reg. 13409, effective July 29, 1993; emergency amendment at 17 Ill. Reg. 13789, effective August 9, 1993, for a maximum of 150 days; emergency amendment at 17 Ill. Reg. 14666, effective August 26, 1993, for a maximum of 150 days; amended at 17 Ill. Reg. 19103, effective October 25, 1993; emergency amendment at 17 Ill. Reg. 21858, effective December 1, 1993, for a maximum of 150 days; amended at 17 Ill. Reg. 22514, effective December 15, 1993; amended at 18 Ill. Reg. 227, effective December 17, 1993; amended at 18 Ill. Reg. 1107, effective January 18, 1994; amended at 18 Ill. Reg. 5146, effective March 21, 1994; peremptory amendment at 18 Ill. Reg. 9562, effective June 13, 1994; emergency amendment at 18 Ill. Reg. 11299, effective July 1, 1994, for a maximum of 150 days; peremptory amendment at 18 Ill. Reg. 13476, effective August 17, 1994; emergency amendment at 18 Ill. Reg. 14417, effective September 9, 1994, for a maximum of 150 days; amended at 18 Ill. Reg. 16545, effective October 31, 1994; peremptory amendment at 18 Ill. Reg. 16708, effective October 28, 1994; amended at 18 Ill. Reg. 17191, effective November 21, 1994; amended at 19 Ill. Reg. 1024, effective January 24, 1995; peremptory

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amendment at 19 Ill. Reg. 2481, effective February 17, 1995; peremptory amendment at 19 Ill. Reg. 3073, effective February 17, 1995; amended at 19 Ill. Reg. 3456, effective March 7, 1995; peremptory amendment at 19 Ill. Reg. 5145, effective March 14, 1995; amended at 19 Ill. Reg. 6452, effective May 2, 1995; peremptory amendment at 19 Ill. Reg. 6688, effective May 1, 1995; amended at 19 Ill. Reg. 7841, effective June 1, 1995; amended at 19 Ill. Reg. 8156, effective June 12, 1995; amended at 19 Ill. Reg. 9096, effective June 27, 1995; emergency amendment at 19 Ill. Reg. 11954, effective August 1, 1995, for a maximum of 150 days; peremptory amendment at 19 Ill. Reg. 13979, effective September 19, 1995; peremptory amendment at 19 Ill. Reg. 15103, effective October 12, 1995; amended at 19 Ill. Reg. 16160, effective November 28, 1995; amended at 20 Ill. Reg. 308, effective December 22, 1995; emergency amendment at 20 Ill. Reg. 4060, effective February 27, 1996, for a maximum of 150 days; peremptory amendment at 20 Ill. Reg. 6334, effective April 22, 1996; peremptory amendment at 20 Ill. Reg. 7434, effective May 14, 1996; amended at 20 Ill. Reg. 8301, effective June 11, 1996; amended at 20 Ill. Reg. 8657, effective June 20, 1996; amended at 20 Ill. Reg. 9006, effective June 26, 1996; amended at 20 Ill. Reg. 9925, effective July 10, 1996; emergency amendment at 20 Ill. Reg. 10213, effective July 15, 1996, for a maximum of 150 days; amended at 20 Ill. Reg. 10841, effective August 5, 1996; peremptory amendment at 20 Ill. Reg. 13408, effective September 24, 1996; amended at 20 Ill. Reg. 15018, effective November 7, 1996; peremptory amendment at 20 Ill. Reg. 15092, effective November 7, 1996; emergency amendment at 21 Ill. Reg. 1023, effective January 6, 1997, for a maximum of 150 days; amended at 21 Ill. Reg. 1629, effective January 22, 1997; amended at 21 Ill. Reg. 5144, effective April 15, 1997; amended at 21 Ill. Reg. 6444, effective May 15, 1997; amended at 21 Ill. Reg. 7118, effective June 3, 1997; emergency amendment at 21 Ill. Reg. 10061, effective July 21, 1997, for a maximum of 150 days; emergency amendment at 21 Ill. Reg. 12859, effective September 8, 1997, for a maximum of 150 days; peremptory amendment at 21 Ill. Reg. 14267, effective October 14, 1997; peremptory amendment at 21 Ill. Reg. 14589, effective October 15, 1997; peremptory amendment at 21 Ill. Reg. 15030, effective November 10, 1997; amended at 21 Ill. Reg. 16344, effective December 9, 1997; peremptory amendment at 21 Ill. Reg. 16465, effective December 4, 1997; peremptory amendment at 21 Ill. Reg. 17167, effective December 9, 1997; peremptory amendment at 22 Ill. Reg. 1593, effective December 22, 1997; amended at 22 Ill. Reg. 2580, effective January 14, 1998; peremptory amendment at 22 Ill. Reg. 4326, effective February 13, 1998; peremptory amendment at 22 Ill. Reg. 5108, effective February 26, 1998; peremptory amendment at 22 Ill. Reg. 5749, effective March 3, 1998; amended at 22 Ill. Reg. 6204, effective March 12, 1998; peremptory amendment at 22 Ill. Reg. 7053, effective April 1, 1998; peremptory amendment at 22 Ill. Reg. 7320, effective April 10, 1998; peremptory amendment at 22 Ill. Reg. 7692, effective April 20, 1998; emergency amendment at 22 Ill. Reg. 12607, effective July 2, 1998, for a maximum of 150 days; peremptory amendment at 22 Ill. Reg. 15489, effective August 7, 1998; amended at 22 Ill. Reg. 16158, effective August 31, 1998; peremptory amendment at 22 Ill. Reg. 19105, effective September 30, 1998; peremptory amendment at 22 Ill. Reg. 19943, effective October 27, 1998; peremptory amendment at 22 Ill. Reg. 20406, effective November 5, 1998; amended at 22 Ill. Reg. 20581, effective November 16, 1998; amended at 23 Ill. Reg. 664, effective January 1, 1999; peremptory amendment at 23 Ill. Reg. 730, effective December 29, 1998; emergency amendment at 23 Ill. Reg. 6533, effective May 10, 1999, for a maximum of

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150 days; amended at 23 Ill. Reg. 7065, effective June 3, 1999; emergency amendment at 23 Ill. Reg. 8169, effective July 1, 1999, for a maximum of 150 days; amended at 23 Ill. Reg. 11020, effective August 26, 1999; amended at 23 Ill. Reg. 12429, effective September 21, 1999; peremptory amendment at 23 Ill. Reg. 12493, effective September 23, 1999; amended at 23 Ill. Reg. 12604, effective September 24, 1999; amended at 23 Ill. Reg. 13053, effective September 27, 1999; peremptory amendment at 23 Ill. Reg. 13132, effective October 1, 1999; amended at 23 Ill. Reg. 13570, effective October 26, 1999; amended at 23 Ill. Reg. 14020, effective November 15, 1999; amended at 24 Ill. Reg. 1025, effective January 7, 2000; peremptory amendment at 24 Ill. Reg. 3399, effective February 3, 2000; amended at 24 Ill. Reg. 3537, effective February 18, 2000; amended at 24 Ill. Reg. 6874, effective April 21, 2000; amended at 24 Ill. Reg. 7956, effective May 23, 2000; emergency amendment at 24 Ill. Reg. 10328, effective July 1, 2000, for a maximum of 150 days; emergency expired November 27, 2000; peremptory amendment at 24 Ill. Reg. 10767, effective July 3, 2000; amended at 24 Ill. Reg. 13384, effective August 17, 2000; peremptory amendment at 24 Ill. Reg. 14460, effective September 14, 2000; peremptory amendment at 24 Ill. Reg. 16700, effective October 30, 2000; peremptory amendment at 24 Ill. Reg. 17600, effective November 16, 2000; amended at 24 Ill. Reg. 18058, effective December 4, 2000; peremptory amendment at 24 Ill. Reg. 18444, effective December 1, 2000; amended at 25 Ill. Reg. 811, effective January 4, 2001; amended at 25 Ill. Reg. 2389, effective January 22, 2001; amended at 25 Ill. Reg. 4552, effective March 14, 2001; peremptory amendment at 25 Ill. Reg. 5067, effective March 21, 2001; amended at 25 Ill. Reg. 5618, effective April 4, 2001; amended at 25 Ill. Reg. 6655, effective May 11, 2001; amended at 25 Ill. Reg. 7151, effective May 25, 2001; peremptory amendment at 25 Ill. Reg. 8009, effective June 14, 2001; emergency amendment at 25 Ill. Reg. 9336, effective July 3, 2001, for a maximum of 150 days; amended at 25 Ill. Reg. 9846, effective July 23, 2001; amended at 25 Ill. Reg. 12087, effective September 6, 2001; amended at 25 Ill. Reg. 15560, effective November 20, 2001; peremptory amendment at 25 Ill. Reg. 15671, effective November 15, 2001; amended at 25 Ill. Reg. 15974, effective November 28, 2001; emergency amendment at 26 Ill. Reg. 223, effective December 21, 2001, for a maximum of 150 days; amended at 26 Ill. Reg. 1143, effective January 17, 2002; amended at 26 Ill. Reg. 4127, effective March 5, 2002; peremptory amendment at 26 Ill. Reg. 4963, effective March 15, 2002; amended at 26 Ill. Reg. 6235, effective April 16, 2002; emergency amendment at 26 Ill. Reg. 7314, effective April 29, 2002, for a maximum of 150 days; amended at 26 Ill. Reg. 10425, effective July 1, 2002; emergency amendment at 26 Ill. Reg. 10952, effective July 1, 2002, for a maximum of 150 days; amended at 26 Ill. Reg. 13934, effective September 10, 2002; amended at 26 Ill. Reg. 14965, effective October 7, 2002; emergency amendment at 26 Ill. Reg. 16583, effective October 24, 2002, for a maximum of 150 days; emergency expired March 22, 2003; peremptory amendment at 26 Ill. Reg. 17280, effective November 18, 2002; amended at 26 Ill. Reg. 17374, effective November 25, 2002; amended at 26 Ill. Reg. 17987, effective December 9, 2002; amended at 27 Ill. Reg. 3261, effective February 11, 2003; expedited correction at 28 Ill. Reg. 6151, effective February 11, 2003; amended at 27 Ill. Reg. 8855, effective May 15, 2003; amended at 27 Ill. Reg. 9114, effective May 27, 2003; emergency amendment at 27 Ill. Reg. 10442, effective July 1, 2003, for a maximum of 150 days; emergency expired November 27, 2003; peremptory amendment at 27 Ill. Reg. 17433, effective November 7, 2003; amended at 27 Ill. Reg. 18560, effective December

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1, 2003; peremptory amendment at 28 Ill. Reg. 1441, effective January 9, 2004; amended at 28 Ill. Reg. 2684, effective January 22, 2004; amended at 28 Ill. Reg. 6879, effective April 30, 2004; peremptory amendment at 28 Ill. Reg. 7323, effective May 10, 2004; amended at 28 Ill. Reg. 8842, effective June 11, 2004; peremptory amendment at 28 Ill. Reg. 9717, effective June 28, 2004; amended at 28 Ill. Reg. 12585, effective August 27, 2004; peremptory amendment at 28 Ill. Reg. 13011, effective September 8, 2004; peremptory amendment at 28 Ill. Reg. 13247, effective September 20, 2004; peremptory amendment at 28 Ill. Reg. 13656, effective September 27, 2004; emergency amendment at 28 Ill. Reg. 14174, effective October 15, 2004, for a maximum of 150 days; emergency expired March 13, 2005; peremptory amendment at 28 Ill. Reg. 14689, effective October 22, 2004; peremptory amendment at 28 Ill. Reg. 15336, effective November 15, 2004; peremptory amendment at 28 Ill. Reg. 16513, effective December 9, 2004; peremptory amendment at 29 Ill. Reg. 726, effective December 15, 2004; amended at 29 Ill. Reg. 1166, effective January 7, 2005; peremptory amendment at 29 Ill. Reg. 1385, effective January 4, 2005; peremptory amendment at 29 Ill. Reg. 1559, effective January 11, 2005; peremptory amendment at 29 Ill. Reg. 2050, effective January 19, 2005; peremptory amendment at 29 Ill. Reg. 4125, effective February 23, 2005; amended at 29 Ill. Reg. 5375, effective April 4, 2005; peremptory amendment at 29 Ill. Reg. 6105, effective April 14, 2005; peremptory amendment at 29 Ill. Reg. 7217, effective May 6, 2005; peremptory amendment at 29 Ill. Reg. 7840, effective May 10, 2005; amended at 29 Ill. Reg. 8110, effective May 23, 2005; peremptory amendment at 29 Ill. Reg. 8214, effective May 23, 2005; peremptory amendment at 29 Ill. Reg. 8418, effective June 1, 2005; amended at 29 Ill. Reg. 9319, effective July 1, 2005; peremptory amendment at 29 Ill. Reg. 12076, effective July 15, 2005; peremptory amendment at 29 Ill. Reg. 13265, effective August 11, 2005; amended at 29 Ill. Reg. 13540, effective August 22, 2005; peremptory amendment at 29 Ill. Reg. 14098, effective September 2, 2005; amended at 29 Ill. Reg. 14166, effective September 9, 2005; amended at 29 Ill. Reg. 19551, effective November 21, 2005; emergency amendment at 29 Ill. Reg. 20554, effective December 2, 2005, for a maximum of 150 days; peremptory amendment at 29 Ill. Reg. 20693, effective December 12, 2005; peremptory amendment at 30 Ill. Reg. 623, effective December 28, 2005; peremptory amendment at 30 Ill. Reg. 1382, effective January 13, 2006; amended at 30 Ill. Reg. 2289, effective February 6, 2006; peremptory amendment at 30 Ill. Reg. 4157, effective February 22, 2006; peremptory amendment at 30 Ill. Reg. 5687, effective March 7, 2006; peremptory amendment at 30 Ill. Reg. 6409, effective March 30, 2006; amended at 30 Ill. Reg. 7857, effective April 17, 2006; amended at 30 Ill. Reg. 9438, effective May 15, 2006; peremptory amendment at 30 Ill. Reg. 10153, effective May 18, 2006; peremptory amendment at 30 Ill. Reg. 10508, effective June 1, 2006; amended at 30 Ill. Reg. 11336, effective July 1, 2006; emergency amendment at 30 Ill. Reg. 12340, effective July 1, 2006, for a maximum of 150 days; peremptory amendment at 30 Ill. Reg. 12418, effective July 1, 2006; amended at 30 Ill. Reg. 12761, effective July 17, 2006; peremptory amendment at 30 Ill. Reg. 13547, effective August 1, 2006; peremptory amendment at 30 Ill. Reg. 15059, effective September 5, 2006; peremptory amendment at 30 Ill. Reg. 16439, effective September 27, 2006; emergency amendment at 30 Ill. Reg. 16626, effective October 3, 2006, for a maximum of 150 days; peremptory amendment at 30 Ill. Reg. 17603, effective October 20, 2006; amended at 30 Ill. Reg. 18610, effective November 20, 2006; peremptory amendment at 30 Ill. Reg. 18823, effective November 21, 2006; peremptory amendment at 31

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Ill. Reg. 230, effective December 20, 2006; emergency amendment at 31 Ill. Reg. 1483, effective January 1, 2007, for a maximum of 150 days; peremptory amendment at 31 Ill. Reg. 2485, effective January 17, 2007; peremptory amendment at 31 Ill. Reg. 4445, effective February 28, 2007; amended at 31 Ill. Reg. 4982, effective March 15, 2007; peremptory amendment at 31 Ill. Reg. 7338, effective May 3, 2007; amended at 31 Ill. Reg. 8901, effective July 1, 2007; emergency amendment at 31 Ill. Reg. 10056, effective July 1, 2007, for a maximum of 150 days; peremptory amendment at 31 Ill. Reg. 10496, effective July 6, 2007; peremptory amendment at 31 Ill. Reg. 12335, effective August 9, 2007; emergency amendment at 31 Ill. Reg. 12608, effective August 16, 2007, for a maximum of 150 days; emergency amendment at 31 Ill. Reg. 13220, effective August 30, 2007, for a maximum of 150 days; peremptory amendment at 31 Ill. Reg. 13357, effective August 29, 2007; amended at 31 Ill. Reg. 13981, effective September 21, 2007; peremptory amendment at 31 Ill. Reg. 14331, effective October 1, 2007; amended at 31 Ill. Reg. 16094, effective November 20, 2007; amended at 31 Ill. Reg. 16792, effective December 13, 2007; peremptory amendment at 32 Ill. Reg. 598, effective December 27, 2007; amended at 32 Ill. Reg. 1082, effective January 11, 2008; peremptory amendment at 32 Ill. Reg. 3095, effective February 13, 2008; peremptory amendment at 32 Ill. Reg. 6097, effective March 25, 2008; peremptory amendment at 32 Ill. Reg. 7154, effective April 17, 2008; expedited correction at 32 Ill. Reg. 9747, effective April 17, 2008; peremptory amendment at 32 Ill. Reg. 9360, effective June 13, 2008; amended at 32 Ill. Reg. 9881, effective July 1, 2008; peremptory amendment at 32 Ill. Reg. 12065, effective July 9, 2008; peremptory amendment at 32 Ill. Reg. 13861, effective August 8, 2008; peremptory amendment at 32 Ill. Reg. 16591, effective September 24, 2008; peremptory amendment at 32 Ill. Reg. 16872, effective October 3, 2008; peremptory amendment at 32 Ill. Reg. 18324, effective November 14, 2008; peremptory amendment at 33 Ill. Reg. 98, effective December 19, 2008; amended at 33 Ill. Reg. 2148, effective January 26, 2009; peremptory amendment at 33 Ill. Reg. 3530, effective February 6, 2009; peremptory amendment at 33 Ill. Reg. 4202, effective February 26, 2009; peremptory amendment at 33 Ill. Reg. 5501, effective March 25, 2009; peremptory amendment at 33 Ill. Reg. 6354, effective April 15, 2009; peremptory amendment at 33 Ill. Reg. 6724, effective May 1, 2009; peremptory amendment at 33 Ill. Reg. 9138, effective June 12, 2009; emergency amendment at 33 Ill. Reg. 9432, effective July 1, 2009, for a maximum of 150 days; amended at 33 Ill. Reg. 10211, effective July 1, 2009; peremptory amendment at 33 Ill. Reg. 10823, effective July 2, 2009; peremptory amendment at 33 Ill. Reg. 11082, effective July 10, 2009; peremptory amendment at 33 Ill. Reg. 11698, effective July 23, 2009; peremptory amendment at 33 Ill. Reg. 11895, effective July 31, 2009; peremptory amendment at 33 Ill. Reg. 12872, effective September 3, 2009; amended at 33 Ill. Reg. 14944, effective October 26, 2009; peremptory amendment at 33 Ill. Reg. 16598, effective November 13, 2009; peremptory amendment at 34 Ill. Reg. 305, effective December 18, 2009; emergency amendment at 34 Ill. Reg. 957, effective January 1, 2010, for a maximum of 150 days; peremptory amendment at 34 Ill. Reg. 1425, effective January 5, 2010; peremptory amendment at 34 Ill. Reg. 3684, effective March 5, 2010; peremptory amendment at 34 Ill. Reg. 5776, effective April 2, 2010; peremptory amendment at 34 Ill. Reg. 6214, effective April 16, 2010; amended at 34 Ill. Reg. 6583, effective April 30, 2010; peremptory amendment at 34 Ill. Reg. 7528, effective May 14, 2010; amended at 34 Ill. Reg. 7645, effective May 24, 2010; peremptory amendment at 34 Ill. Reg. 7947, effective May

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26, 2010; peremptory amendment at 34 Ill. Reg. 8633, effective June 18, 2010; amended at 34 Ill. Reg. 9759, effective July 1, 2010; peremptory amendment at 34 Ill. Reg. 10536, effective July 9, 2010; peremptory amendment at 34 Ill. Reg. 11864, effective July 30, 2010; emergency amendment at 34 Ill. Reg. 12240, effective August 9, 2010, for a maximum of 150 days; peremptory amendment at 34 Ill. Reg. 13204, effective August 26, 2010; peremptory amendment at 34 Ill. Reg. 13657, effective September 8, 2010; peremptory amendment at 34 Ill. Reg. 15897, effective September 30, 2010; peremptory amendment at 34 Ill. Reg. 18912, effective November 15, 2010; peremptory amendment at 34 Ill. Reg. 19582, effective December 3, 2010; amended at 35 Ill. Reg. 765, effective December 30, 2010; emergency amendment at 35 Ill. Reg. 1092, effective January 1, 2011, for a maximum of 150 days; peremptory amendment at 35 Ill. Reg. 2465, effective January 19, 2011; peremptory amendment at 35 Ill. Reg. 3577, effective February 10, 2011; emergency amendment at 35 Ill. Reg. 4412, effective February 23, 2011, for a maximum of 150 days; peremptory amendment at 35 Ill. Reg. 4803, effective March 11, 2011; emergency amendment at 35 Ill. Reg. 5633, effective March 15, 2011, for a maximum of 150 days; peremptory amendment at 35 Ill. Reg. 5677, effective March 18, 2011; amended at 35 Ill. Reg. 8419, effective May 23, 2011; amended at 35 Ill. Reg. 11245, effective June 28, 2011; emergency amendment at 35 Ill. Reg. 11657, effective July 1, 2011, for a maximum of 150 days; emergency expired November 27, 2011; peremptory amendment at 35 Ill. Reg. 12119, effective June 29, 2011; peremptory amendment at 35 Ill. Reg. 13966, effective July 29, 2011; peremptory amendment at 35 Ill. Reg. 15178, effective August 29, 2011; emergency amendment at 35 Ill. Reg. 15605, effective September 16, 2011, for a maximum of 150 days; peremptory amendment at 35 Ill. Reg. 15640, effective September 15, 2011; peremptory amendment at 35 Ill. Reg. 19707, effective November 23, 2011; amended at 35 Ill. Reg. 20144, effective December 6, 2011; amended at 36 Ill. Reg. 153, effective December 22, 2011; peremptory amendment at 36 Ill. Reg. 564, effective December 29, 2011; peremptory amendment at 36 Ill. Reg. 3957, effective February 24, 2012; peremptory amendment at 36 Ill. Reg. 4158, effective March 5, 2012; peremptory amendment at 36 Ill. Reg. 4437, effective March 9, 2012; amended at 36 Ill. Reg. 4707, effective March 19, 2012; amended at 36 Ill. Reg. 8460, effective May 24, 2012; peremptory amendment at 36 Ill. Reg. 10518, effective June 27, 2012; emergency amendment at 36 Ill. Reg. 11222, effective July 1, 2012, for a maximum of 150 days; peremptory amendment at 36 Ill. Reg. 13680, effective August 15, 2012; peremptory amendment at 36 Ill. Reg. 13973, effective August 22, 2012; peremptory amendment at 36 Ill. Reg. 15498, effective October 16, 2012; amended at 36 Ill. Reg. 16213, effective November 1, 2012; peremptory amendment at 36 Ill. Reg. 17138, effective November 20, 2012; peremptory amendment at 37 Ill. Reg. 3408, effective March 7, 2013; amended at 37 Ill. Reg. 4750, effective April 1, 2013; peremptory amendment at 37 Ill. Reg. 5925, effective April 18, 2013; peremptory amendment at 37 Ill. Reg. 9563, effective June 19, 2013; amended at 37 Ill. Reg. 9939, effective July 1, 2013; emergency amendment at 37 Ill. Reg. 11395, effective July 1, 2013, for a maximum of 150 days; peremptory amendment at 37 Ill. Reg. 11524, effective July 3, 2013; peremptory amendment at 37 Ill. Reg. 12588, effective July 19, 2013; peremptory amendment at 37 Ill. Reg. 13762, effective August 8, 2013; peremptory amendment at 37 Ill. Reg. 14219, effective August 23, 2013; amended at 37 Ill. Reg. 16925, effective October 8, 2013; peremptory amendment at 37 Ill. Reg. 17164, effective October 18, 2013; peremptory amendment at 37 Ill. Reg. 20410, effective

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December 6, 2013; preemptory amendment at 38 Ill. Reg. 2974, effective January 9, 2014; amended at 38 Ill. Reg. 5250, effective February 4, 2014; preemptory amendment at 38 Ill. Reg. 6725, effective March 6, 2014; emergency amendment at 38 Ill. Reg. 9080, effective April 11, 2014, for a maximum of 150 days; preemptory amendment at 38 Ill. Reg. 9136, effective April 11, 2014; amended at 38 Ill. Reg. 9207, effective April 21, 2014; preemptory amendment at 38 Ill. Reg. 13416, effective June 11, 2014; amended at 38 Ill. Reg. 14818, effective July 1, 2014; preemptory amendment at 38 Ill. Reg. 15739, effective July 2, 2014; preemptory amendment at 38 Ill. Reg. 17481, effective July 29, 2014; amended at 38 Ill. Reg. 17556, effective August 6, 2014; preemptory amendment at 38 Ill. Reg. 18791, effective August 26, 2014; preemptory amendment at 38 Ill. Reg. 19806, effective September 26, 2014; amended at 38 Ill. Reg. 20695, effective October 14, 2014; amended at 38 Ill. Reg. 24005, effective December 9, 2014; preemptory amendment at 39 Ill. Reg. 728, effective December 23, 2014; emergency amendment at 39 Ill. Reg. 708, effective December 26, 2014, for a maximum of 150 days; preemptory amendment at 39 Ill. Reg. 6964, effective April 29, 2015; amended at 39 Ill. Reg. 7878, effective May 22, 2015; amended at 39 Ill. Reg. 11220, effective July 28, 2015; preemptory amendment at 39 Ill. Reg. 12004, effective August 13, 2015; preemptory amendment at 39 Ill. Reg. 15807, effective November 25, 2015; amended at 40 Ill. Reg. 5893, effective March 28, 2016; preemptory amendment at 40 Ill. Reg. 8462, effective June 1, 2016; preemptory amendment at 40 Ill. Reg. 9658, effective June 30, 2016; amended at 40 Ill. Reg. 9356, effective July 1, 2016; preemptory amendment at 40 Ill. Reg. 11207, effective August 5, 2016; preemptory amendment at 41 Ill. Reg. 1210, effective January 19, 2017; amended at 41 Ill. Reg. 1695, effective January 25, 2017; preemptory amendment at 41 Ill. Reg. 2078, effective February 2, 2017; amended at 41 Ill. Reg. 3191, effective March 6, 2017; amended at 41 Ill. Reg. 4615, effective April 24, 2017; preemptory amendment at 41 Ill. Reg. 5822, effective May 15, 2017; preemptory amendment at 41 Ill. Reg. 6695, effective May 24, 2017; preemptory amendment at 41 Ill. Reg. 7227, effective June 9, 2017; amended at 41 Ill. Reg. 8314, effective July 1, 2017; preemptory amendment at 41 Ill. Reg. 10974, effective August 10, 2017; preemptory amendment at 41 Ill. Reg. 11447, effective August 25, 2017; preemptory amendment at 41 Ill. Reg. 12179, effective September 13, 2017; preemptory amendment at 41 Ill. Reg. 15837, effective December 12, 2017; amended at 42 Ill. Reg. 712, effective December 28, 2017; amended at 42 Ill. Reg. 5357, effective March 9, 2018; preemptory amendment at 42 Ill. Reg. 8967, effective May 16, 2018; amended at 42 Ill. Reg. 13464, effective July 1, 2018; amended at 42 Ill. Reg. 16651, effective September 4, 2018; preemptory amendment at 43 Ill. Reg. 3999, effective March 15, 2019; amended at 43 Ill. Reg. 8746, effective July 31, 2019; preemptory amendment at 43 Ill. Reg. 9886, effective August 21, 2019; preemptory amendment at 43 Ill. Reg. 10811, effective September 20, 2019; preemptory amendment at 43 Ill. Reg. 11734, effective September 27, 2019; preemptory amendment at 43 Ill. Reg. 12119, effective October 8, 2019; preemptory amendment at 43 Ill. Reg. 13031, effective October 25, 2019; emergency amendment at 43 Ill. Reg. 14216, effective November 22, 2019, for a maximum of 150 days; amended at 44 Ill. Reg. 1819, effective January 1, 2020; preemptory amendment at 44 Ill. Reg. 2380, effective January 15, 2020; preemptory amendment at 44 Ill. Reg. 2588, effective January 17, 2020; preemptory amendment at 44 Ill. Reg. 2985, effective January 31, 2020; preemptory amendment at 44 Ill. Reg. 5497, effective March 13, 2020; amended at 44 Ill. Reg. 6859, effective April 16, 2020; preemptory amendment at 44 Ill.

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Reg. 8083, effective April 22, 2020; peremptory amendment at 44 Ill. Reg. 10232, effective May 28, 2020; amended at 44 Ill. Reg. 12146, effective July 13, 2020; peremptory amendment at 44 Ill. Reg. 12957, effective July 16, 2020; peremptory amendment at 44 Ill. Reg. 16337, effective September 17, 2020; peremptory amendment at 45 Ill. Reg. 503, effective December 18, 2020; peremptory amendment at 45 Ill. Reg. 1377, effective January 15, 2021; amended at 45 Ill. Reg. 1478, effective January 19, 2021; amended at 45 Ill. Reg. 4095, effective March 12, 2021; peremptory amendment at 45 Ill. Reg. 5675, effective April 16, 2021; peremptory amendment at 45 Ill. Reg. 7171, effective May 28, 2021; amended at 45 Ill. Reg. 8651, effective July 1, 2021; emergency amendment at 45 Ill. Reg. 9128, effective July 1, 2021, for a maximum of 150 days; amended at 45 Ill. Reg. 13669, effective October 18, 2021; peremptory amendment at 46 Ill. Reg. 1388, effective December 30, 2021; amended at 46 Ill. Reg. 4852, effective March 4, 2022; peremptory amendment at 46 Ill. Reg. 7924, effective April 28, 2022; peremptory amendment at 46 Ill. Reg. 8414, effective May 3, 2022; peremptory amendment at 46 Ill. Reg. 10967, effective June 7, 2022; amended at 46 Ill. Reg. 11713, effective July 1, 2022; expedited correction at 46 Ill. Reg. 20400, effective July 1, 2022; peremptory amendment at 46 Ill. Reg. 14097, effective July 22, 2022; peremptory amendment at 46 Ill. Reg. 15838, effective August 31, 2022; peremptory amendment at 47 Ill. Reg. 576, effective December 29, 2022; amended at 47 Ill. Reg. 722, effective January 4, 2023.

SUBPART A: NARRATIVE

Section 310.20 Policy and Responsibilities

- a) It is the policy of the State of Illinois to provide fair and reasonable compensation to employees for service rendered.
- b) The policy and procedures expressed herein are controlling in matters of employee pay administration. It shall be the responsibility of each agency head:
 - 1) To submit promptly all proper and required personnel actions with justifications or other notices of changes affecting employee pay or pay status.
 - 2) To cause, within the agency head's agency, full compliance with all the provisions of this Part.

(Source: Amended at 34 Ill. Reg. 9759, effective July 1, 2010)

Section 310.30 Jurisdiction

All positions of employment in the service of the State of Illinois shall be subject to the provisions of this Part unless specifically excluded under Section 4(c) (General Exemptions) or Section 4(d) (Partial Exemptions), when the partial exemption is from Jurisdiction A [20

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ILCS415/4(a)(1)], of the Personnel Code [20 ILCS 415/4(c) or (d)] or other pertinent legislation. Those positions to which jurisdiction of the Personnel Code has been or may be later extended shall also be subject to the provisions of this Part.

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.40 Pay Schedules

The attached Negotiated Rates of Pay (Appendix A), Schedule of Rates (Subpart B), and the Merit Compensation System (Subpart C) are hereby made a part of this Part. Each employee subject to this Part, except those whose rates of pay is determined under the Schedule of Rates (Subpart B) or the Merit Compensation System (Subpart C) of this Part, or Section 8(a) of the Personnel Code [20 ILCS 415/8a], shall be paid at a rate of pay or step in the appropriate pay grade in the Negotiated Rates of Pay (Appendix A) for the class of position in which the employee is employed.

(Source: Amended at 34 Ill. Reg. 9759, effective July 1, 2010)

Section 310.45 Comparison of Pay Grades or Salary Ranges Assigned to Classifications

- a) What Classifications to Compare When an Employee Moves – The movement of an employee subject to the Personnel Code to a vacant position (subject to the Personnel Code) is between two positions. The employee moves from the former position to the targeted position. The targeted position may be the former position allocated to a different classification title (80 Ill. Adm. Code 320.80) or may be the former position assigned substantial additional responsibilities in the same broad-band title (Section 310.495(c)). The former and targeted positions have the same or different classification titles. The former position is in the former classification and the targeted position is in the targeted classification. The former and targeted classifications are used in the comparison when an employee moves.
- b) Definitions of Employee Movements –
 - 1) When the Former and Targeted Classification Titles are the Same – When the former and targeted classifications are the same, the employee movement is an interim assignment (80 Ill. Adm. Code 302.150(j)), a transfer (80 Ill. Adm. Code 302.400), geographical transfer (80 Ill. Adm. Code 302.430) or where in the broad-band classification title the targeted position has substantial additional responsibilities compared to the former position (Section 310.495(c)).
 - 2) When the Former and Targeted Classification Titles are Different – When

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the former and targeted classifications are different, the employee movement is an interim assignment (80 Ill. Adm. Code 302.150(j)), a transfer (80 Ill. Adm. Code 302.400), geographical transfer (80 Ill. Adm. Code 302.430), demotion (80 Ill. Adm. Code 302.470), voluntary reduction (80 Ill. Adm. Code 302.500), promotion (Sections 310.50 and 310.500), based on the position being allocated to another class (80 Ill. Adm. Code 301.20 and 301.41) or based on the positions in a class being reclassified (Sections 310.50 and 310.500).

- c) What to Compare in Each Classification – This pertains whether comparing former and targeted classifications, the pay grades or salary ranges assigned to the former and targeted classifications, or the maximum permissible salary or rate assigned to the former and targeted classifications.
 - 1) When the Former and Targeted Classification Titles are the Same – When the former and targeted classification titles are the same, no comparison beyond the titles, which are the same, is needed.
 - 2) When Both Former and Targeted Classifications are Different – When both former and targeted classifications are different, determine whether both classes are whole, divided or one is whole and one is divided. The definitions for whole and divided classes are found in Section 310.50.
 - A) When Both Classes are Whole – When both classes are whole, follow the flow chart provided in Appendix C.Illustration A by beginning with the oval with the word "start" in it, move through the flow chart by the arrows based on the information known about the two classes and finally reaching the diamond shape indicating what to compare. The definitions of bargaining unit and bargaining representative are found in Section 310.50. In that same Section, the definition of "pay plan code" assists in identifying whether regular or alternative rates are assigned to the classes listed in the ALPHABETIC INDEX OF POSITION TITLES. The ALPHABETIC INDEX OF POSITION TITLES provides the highest rates.
 - B) When One Class is Whole and One Class is Divided – When one class is whole and one class is divided, follow the flow chart provided in Appendix C.Illustration B by beginning with the oval with the word "start" in it, move through the flow chart by the arrows based on the information known about the two classes and finally reaching the diamond shape indicating what to compare. The definitions of bargaining unit and bargaining representative

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are found in Section 310.50. In that same Section, the definition of "pay plan code" assists in identifying whether regular or alternative rates are assigned to the classes as listed in the ALPHABETIC INDEX OF POSITION TITLES. The ALPHABETIC INDEX OF POSITION TITLES provides the highest rates.

- C) When Both Classes are Divided – When both classes are divided, follow the flow chart provided in Appendix C. Illustration C by beginning with the oval with the word "start" in it, move through the flow chart by the arrows based on the information known about the two classes and finally reaching the diamond shape indicating what to compare. In moving through the flow chart, the classification titles containing an option (found in the definition of option in Section 310.50) do not apply. The definitions of bargaining unit and bargaining representative are found in Section 310.50. In that same Section, the definition of "pay plan code" assists in identifying whether regular or alternative rates are assigned to the classes as listed in the ALPHABETIC INDEX OF POSITION TITLES. The ALPHABETIC INDEX OF POSITION TITLES provides the highest rates.
- d) The Comparison Determines the Type of Employee Movement and Pay – Comparing the highest of the maximum base salaries set forth in subsection (c) for each classification establishes whether the former classification is higher than, lower than or the same as the targeted classification. This information determines (or assists in determining) which type of employee movement in subsection (b) is occurring. From that determination, the pay treatment is set in following Sections of the Pay Plan.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.47 In-Hire Rate

- a) Use – No employee in a position in which the position and/or the employee meet the criteria of an in-hire rate receives less than the in-hire rate. The in-hire rate is used when a candidate only meets the minimum requirements of the class specification upon entry to State service (Section 310.100(b)(1), 310.490(b)(1) or 310.495(b)(1)), when an employee moves to a vacant position (Section 310.45) or when an MS salary range is assigned to a Trainee Program (Section 310.415(b)).
- b) Request –

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- 1) Agency Head Request for Other Than a Merit-Compensation-System-only Trainee Program – An agency head may request in writing that the Director approve or negotiate an in-hire rate. The in-hire rate is a Step or dollar amount depending on whether the classification title is assigned to a negotiated full scale rate, negotiated pay grade, merit compensation salary range or broad-band salary range. The in-hire rate may be for the classification title or limited within the classification title to the agency, facilities, counties or other criteria. The supporting justifications for the requested in-hire rate and the limitations are included in the agency request. An effective date may be included in the request.
- 2) Agency Head Request for a Merit-Compensation-System-only Trainee Program – The Department determined in-hire rates for existing trainee programs assigned only MS-salary ranges to be used by agencies as the anticipated starting salaries. The in-hire rates are tied to the targeted title and in one case the county in which the trainee position is located. Some targeted titles have been determined to be inappropriate for some trainee titles. If an agency is unable to locate an in-hire rate for its trainee program's targeted title, the targeted title is inappropriate. Agencies using inappropriate targeted titles shall allow employees in the trainee titles targeting the inappropriate targeted titles to finish their training and be promoted if successful. Then, the agency shall not use the inappropriate targeted title again for that trainee program. Questions about the best titles to use for training shall be addressed by CMS. When an agency submits for approval the establishment of a new or a targeted title revision for an existing Trainee or Apprenticeship Program form (CMS-705), the agency head shall request in writing that the Director approve an in-hire rate. The in-hire rate is a dollar amount within the merit compensation salary range assigned to the trainee title. The in-hire rate may be for the trainee title limited for the targeted title and the agency, facilities, counties or other criteria. The supporting justifications for the requested in-hire rate and the limitations shall be included in the agency request. An effective date may be included in the request.
- c) Review – The Director shall review the supporting justifications, the turnover rate, the length of vacancies, the currently filled positions for the classification title, and the market starting rates for similar classes, and consult with other agencies using the classification title. Other factors may be included in the review and negotiation of negotiated in-hire rates.
- d) Approval or Negotiated –

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- 1) Approval – The Director indicates in writing the approved in-hire rate and effective date, which is either the date requested by the agency or the beginning of the next pay period after the approval.
 - 2) Negotiated – The Director and the bargaining unit representative indicate in writing the in-hire rates and effective date, which is either the date indicated in the agreement, the date of the agreement's signature or the beginning of the next pay period after the signatures are secured on the agreement.
- e) Implementation – In the classification title or within the limitations of the classification title and when the in-hire rate is above the normal minimum of the assigned salary range or pay grade, an employee paid below the in-hire rate receives the in-hire rate on the approved effective date. The in-hire rate remains in effect for any employee entering the title or the limits within the title until the title is abolished or an agency request to rescind the in-hire rate is approved by the Director or negotiated by the Director and the bargaining unit representative.
- f) Approved or Negotiated In-Hire Rates –
- 1) Assigned to a Classification –
 - A) Approved and Assigned to a Pay Grade or Salary Range –

	Pay Grade		In-Hire
<u>Title</u>	<u>Salary Range</u>	<u>Effective Date</u>	<u>Rate</u>
Correctional Officer	RC-006-09	January 1, 2008	Step 1
Correctional Officer Trainee	RC-006-05	January 1, 2008	Step 1
Environmental Engineer I	RC-063-15	January 1, 2008	Step 2
Environmental Protection Engineer I	RC-063-15	January 1, 2008	Step 5
Environmental Protection Engineer II	RC-063-17	January 1, 2008	Step 4

- B) Negotiated and Assigned to a Full Scale Rate – The rates are located in Appendix A Table A for bargaining unit RC-104, in Appendix A Table D for bargaining unit HR-001, in Appendix A Table E for bargaining unit RC-020, in Appendix A Table F for RC-019 and in Appendix A Table G for bargaining unit RC-045.

<u>Title</u>	<u>Bargaining Unit</u>	<u>Effective Date</u>	<u>In-Hire</u> <u>Rate</u>
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Auto & Body Repairer	RC-045	July 1, 2013	75%
Automotive Attendant I	RC-045	July 1, 2013	75%
Automotive Attendant II	RC-045	July 1, 2013	75%
Automotive Mechanic	RC-045	July 1, 2013	75%
Automotive Parts Warehouse Specialist	RC-045	July 1, 2013	75%
Automotive Parts Warehouse	RC-045	July 1, 2013	75%
Bridge Mechanic	RC-019	July 8, 2013	75%
Bridge Mechanic	RC-020	June 26, 2013	75%
Bridge Tender	RC-019	July 8, 2013	75%
Bridge Tender	RC-020	June 26, 2013	75%
Building Services Worker	HR-001	July 24, 2013	75%
Conservation Police Lieutenant	RC-104	July 31, 2019	*
Conservation Police Sergeant	RC-104	July 31, 2019	*
Deck Hand	RC-019	July 8, 2013	75%
Elevator Operator	HR-001	July 24, 2013	75%
Ferry Operator I	RC-019	July 8, 2013	75%
Ferry Operator II	RC-019	July 8, 2013	75%
Grounds Supervisor	HR-001	July 24, 2013	75%
Heavy Construction Equipment Operator	HR-001	July 24, 2013	75%
Heavy Construction Equipment Operator	RC-020	June 26, 2013	75%
Highway Maintainer	HR-001	November 1, 2009	75%
Highway Maintainer	RC-019	July 8, 2013	75%
Highway Maintainer	RC-020	June 26, 2013	75%
Highway Maintenance Lead Worker	HR-001	July 24, 2013	75%
Highway Maintenance Lead Worker	RC-019	July 8, 2013	75%
Highway Maintenance Lead Worker	RC-020	June 26, 2013	75%
Highway Maintenance Lead Worker (Lead Lead Worker)	RC-019	July 8, 2013	75%
Highway Maintenance Lead Worker (Lead Lead Worker)	RC-020	June 26, 2013	75%
Janitor I (Including Office of Administration)	RC-019	July 8, 2013	75%
Janitor II (Including Office of Administration)	RC-019	July 8, 2013	75%
Labor Maintenance Lead Worker	RC-019	July 8, 2013	75%
Labor Maintenance Lead Worker	RC-020	June 26, 2013	75%
Laborer (Maintenance)	HR-001	July 24, 2013	75%

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Laborer (Maintenance)	RC-019	July 8, 2013	75%
Laborer (Maintenance)	RC-020	June 26, 2013	75%
Maintenance Equipment Operator	HR-001	July 24, 2013	75%
Maintenance Equipment Operator	RC-019	July 8, 2013	75%
Maintenance Equipment Operator	RC-020	June 26, 2013	75%
Maintenance Worker	HR-001	July 24, 2013	75%
Maintenance Worker	RC-019	July 8, 2013	75%
Maintenance Worker	RC-020	June 26, 2013	75%
Power Shovel Operator (Maintenance)	HR-001	July 24, 2013	75%
Power Shovel Operator (Maintenance)	RC-019	July 8, 2013	75%
Power Shovel Operator (Maintenance)	RC-020	June 26, 2013	75%
Security Guard I	RC-019	July 8, 2013	75%
Security Guard II	RC-019	July 8, 2013	75%
Silk Screen Operator	RC-019	July 8, 2013	75%
Silk Screen Operator	RC-020	June 26, 2013	75%
Small Engine Mechanic	RC-045	July 1, 2013	75%
Storekeeper I**	RC-045	July 1, 2013	75%
Storekeeper II**	RC-045	July 1, 2013	75%

* New bargaining unit members, regardless of their current rank, shall be hired at 33% of the differential between a Conservation Police Officer II and the new member's new rank at the appropriate longevity level.

** Storekeeper I & Storekeeper II serving as Automotive Parts Warehouser in Cook County.

2) Based on the Position's Work Location or Employee's Credential or Residency –

<u>Title</u>	<u>Pay Grade or Salary Range</u>	<u>Location or Residency</u>	<u>Credential</u>	<u>Effective Date</u>	<u>In-Hire Rate</u>
Bridge Tender	MS-18	Department of Transportation	Temporary Employee	January 1, 2017	\$4,696/month
Civil Engineer Trainee	NR-916	None identified	Bachelor's degree in accredited civil engineering program	January 1, 2008	Add to minimum monthly rate \$40/quarter work experience up

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to 8

Civil Engineer Trainee	NR-916	None identified	Passed Engineering Intern exam	January 1, 2008	Add to minimum monthly rate \$60/month
Civil Engineer Trainee	NR-916	None identified	Job-Related Master's degree	January 1, 2012	Add to minimum monthly rate \$40/month for each year of full-time graduate study as a substitute for job-related experience up to two years
Deck Hand	MS-15	Department of Transportation	Temporary Employee	January 1, 2017	\$4,512/month
Engineering Technician I	NR-916	None identified	Completed 2 years of college in civil engineering or job related technical/science curriculum (60 semester/90 quarter hours credit)	January 1, 2012	\$2,845
Engineering Technician I	NR-916	None identified	Completed 3 years of college in areas other than civil engineering or job related technical/science curriculum (90 semester/135	January 1, 2012	\$2,730

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			quarter hours credit)		
Engineering Technician I	NR-916	None identified	Associate Degree from an accredited 2 year civil engineering technology program	January 1, 2012	\$2,975
Engineering Technician I	NR-916	None identified	Completed 3 years of college courses in civil engineering or job related technical/science curriculum (90 semester/135quarter hours credit)	January 1, 2012	\$2,975
Engineering Technician I	NR-916	None identified	Completed 4 years of college courses in areas other than civil engineering or job related technical/science curriculum (120 semester/180 quarter hours credit)	January 1, 2012	\$2,845
Engineering Technician I	NR-916	None identified	Completed 4 years of college in civil engineering or job related technical/science curriculum (120 semester/180 quarter hours credit includes appointees from unaccredited engineering programs and those who have not yet obtained a degree)	January 1, 2012	\$3,095

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Engineering Technician I and II	NR-916	None identified	Bachelor of Science Degree from an accredited 4 year program in civil engineering technology, industrial technology, and construction technology	January 1, 2012	\$3,510
Ferry Operator I	MS-18	Department of Transportation	Temporary Employee	January 1, 2017	\$4,696/month
Forensic Scientist Trainee	RC-062-15	None identified	Meets minimum class requirements or completed Forensic Science Residency Program at the U of I- Chicago	January 1, 2008	Step 1
Highway Maintainer	MS-18	Department of Transportation	None identified beyond class requirements	October 1, 2007	\$20.55/hour or \$3,575/month
Information Services Intern	RC-063-15	Work outside Cook County	Computer Science degree at 4-year college	January 1, 2008	Step 4
Information Services Intern	RC-063-15	Work in Cook County	Computer Science degree at 4-year college	January 1, 2008	Step 6
Information Services Intern	RC-063-15	Work outside Cook County	Computer Science degree at 2-year technical school	January 1, 2008	Step 2
Information Services Intern	RC-063-15	Work in Cook County	Computer Science degree at 2-year technical school	January 1, 2008	Step 4

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Information Services Intern	RC-063-15	Work in Cook County	Non-Computer Science degree at 4-year college	January 1, 2008	Step 3
Information Services Specialist I	RC-063-17	Work in Cook County	None identified beyond class requirements	January 1, 2008	Step 2
Juvenile Justice Specialist	RC-006-14	None identified	Master's degree	September 1, 2008	Step 2
Juvenile Justice Specialist Intern	RC-006-11	None identified	Master's degree	September 1, 2008	Step 2
Meat & Poultry Inspector Trainee	RC-029	Work in Regions 1 and 6	None identified beyond class requirements	May 15, 2014	Step 1
Physician Specialist, Option C	RC-063-MD-C	Work in Alton, Chester, Choate, Ludeman, McFarland, and Murray facilities	None identified beyond class requirements	May 1, 2018	Step 5
Physician Specialist, Option D	RC-063-MD-D	Work in Alton, Chester, Choate, Ludeman, McFarland, and Murray facilities	None identified beyond class requirements	May 1, 2018	Step 5
Telecommunicator	RC-014-12	Work in District 2	None identified beyond class requirements	January 1, 2008	Step 2
Telecommunicator Trainee	RC-014-10	Work in Kane County	None identified beyond class requirements	January 1, 2008	Step 3

SUBTITLE B

Telecommunicator RC-014-10 Trainee	Work in Cook County	None identified beyond class requirements	January 1, 2008	Step 7
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3) Trainee Program Only Assigned a Merit Compensation System Salary Range –

Trainee Class Title	Targeted Class Title	Effective Date	Monthly Trainee In-Hire Rate
Account Technician Trainee	Account Technician I	September 29, 2019 through December 31, 2022	\$2,171
Account Technician Trainee	Account Technician II	September 29, 2019	\$2,464
Animal and Animal Products Investigator Trainee	Animal and Animal Products Investigator	September 29, 2019	\$2,487
Arson Investigations Trainee	Arson Investigator I	September 29, 2019	\$2,762
Commerce Commission Police Officer Trainee	Commerce Commission Police Officer I	September 29, 2019	\$2,943
Economic Development Representative Trainee	Economic Development Representative I	September 29, 2019	\$2,876
Economist Associate	Research Economist	September 29, 2019	\$2,987
Educator Intern	Educator	September 29, 2019	\$3,649
Fingerprint Technician Trainee	Fingerprint Technician	September 29, 2019	\$2,434

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Governmental Career Trainee	Actuarial Examiner	September 29, 2019	\$2,754
Governmental Career Trainee	Administrative Assistant I	September 29, 2019	\$2,876
Governmental Career Trainee	Appraisal Specialist I	September 29, 2019	\$2,487
Governmental Career Trainee	Community Management Specialist I	September 29, 2019	\$2,539
Governmental Career Trainee	Criminal Intelligence Analyst I	September 29, 2019	\$3,023
Governmental Career Trainee	Criminal Justice Specialist I	September 29, 2019	\$2,754
Governmental Career Trainee	Executive I	September 29, 2019	\$3,023
Governmental Career Trainee	Industrial & Community Development Representative I	September 29, 2019	\$2,876
Governmental Career Trainee	Local Revenue and Fiscal Advisor I	September 29, 2019	\$2,539
Governmental Career Trainee	Methods and Procedures Advisor I	September 29, 2019	\$2,487
Governmental Career Trainee	Public Information Officer III	September 29, 2019	\$3,182
Governmental Career Trainee	Statistical Research Specialist II	September 29, 2019	\$2,556
Governmental Career Trainee	Unemployment Insurance Revenue Analyst II	September 29, 2019	\$2,876

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Human Resources Trainee	Human Resources Assistant	September 29, 2019 through December 31, 2022	\$2,036
Human Resources Trainee	Human Resources Associate	September 29, 2019	\$2,254
Human Resources Trainee	Human Resources Representative	September 29, 2019	\$2,611
Human Rights Investigator Trainee	Human Rights Investigator I	September 29, 2019	\$2,697
Insurance Performance Examiner Trainee	Insurance Performance Examiner I	September 29, 2019	\$2,697
Internal Auditor Trainee	Internal Auditor I	September 29, 2019	\$2,854
Internal Auditor Trainee	Methods and Procedures Advisor III	September 29, 2019	\$2,854
Land Reclamation Specialist Trainee	Land Reclamation Specialist I	September 29, 2019	\$2,697
Liability Claims Adjuster Trainee	Liability Claims Adjuster I	September 29, 2019	\$2,487
Management Operations Analyst Trainee	Management Operations Analyst I	September 29, 2019	\$3,023
Medicaid Management Intern	Medicaid Management Analyst	September 29, 2019	\$3,103
Natural Resources Coordinator Trainee	Natural Resources Coordinator	September 29, 2019	\$2,697
Office Occupations Trainee	Office Associate	September 29, 2019 through	\$2,036

SUBTITLE B

		December 31, 2022	
Polygraph Examiner Trainee	Polygraph Examiner I	September 29, 2019	\$3,103
			\$3,057 for Cook, DuPage, Lake, Kane and Will Counties and \$2,854 for all others
Products and Standards Inspector Trainee	Products and Standards Inspector	September 29, 2019	
			Minimum of the salary range assigned to the trainee class title
Psychology Intern	Psychologist I	September 29, 2019	
			Minimum of the salary range assigned to the trainee class title
Public Administration Intern	Accountant	September 29, 2019	
Public Administration Intern	Accountant Supervisor	September 29, 2019	\$3,023
Public Administration Intern	Administrative Assistant I	September 29, 2019	\$2,876
Public Administration Intern	Administrative Assistant II	September 29, 2019	\$3,182
Public Administration Intern	Agricultural Marketing Representative	September 29, 2019	\$3,023

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Public Administration Intern	Assignment Coordinator	September 29, 2019	\$3,271
Public Administration Intern	Business Manager	September 29, 2019	\$3,023
Public Administration Intern	Correctional Casework Supervisor	September 29, 2019	\$3,547
Public Administration Intern	Economic Development Representative I	September 29, 2019	\$2,876
Public Administration Intern	Economic Development Representative II	September 29, 2019	\$3,182
Public Administration Intern	Executive I	September 29, 2019	\$3,023
Public Administration Intern	Executive II	September 29, 2019	\$3,271
Public Administration Intern	Historical Research Specialist	September 29, 2019	\$3,271
Public Administration Intern	Human Resources Representative	September 29, 2019	Minimum of the salary range assigned to the trainee class title
Public Administration Intern	Human Resources Specialist	September 29, 2019	\$2,547
Public Administration Intern	Human Rights Mediator	September 29, 2019	\$2,876
Public Administration Intern	Human Services Casework Manager	September 29, 2019	\$3,271

SUBTITLE B

Public Administration Intern	Industrial & Community Development Representative I	September 29, 2019	\$2,876
Public Administration Intern	Industrial & Community Development Representative II	September 29, 2019	\$3,182
Public Administration Intern	Internal Security Investigator I	September 29, 2019	\$3,271
Public Administration Intern	Internal Security Investigator II	September 29, 2019	\$3,865
Public Administration Intern	Labor Conciliator	September 29, 2019	\$3,271
Public Administration Intern	Librarian II	September 29, 2019	\$3,023
Public Administration Intern	Management Operations Analyst II	September 29, 2019	\$3,271
Public Administration Intern	Management Systems Specialist	September 29, 2019	\$3,547
Public Administration Intern	Mental Health Administrator I	September 29, 2019	\$3,023
Public Administration Intern	Public Information Coordinator	September 29, 2019	\$3,023
Public Administration Intern	Public Information Officer III	September 29, 2019	\$3,182
Public Administration Intern	Public Service Administrator	September 29, 2019	\$2,968
Public Administration Intern	Senior Public Service Administrator	September 29, 2019	\$4,090

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Public Administration Intern	Staff Development Specialist I	September 29, 2019	\$3,023
Public Administration Intern	Statistical Research Specialist III	September 29, 2019	\$2,876
Public Administration Intern	Statistical Research Supervisor	September 29, 2019	\$3,271
Resident Physician	Medical Administrator I - Option C	September 29, 2019	\$8,013
Resident Physician	Medical Administrator I - Option D	September 29, 2019	\$8,949
Resident Physician	Physician Specialist - Option A	September 29, 2019	\$5,040
Resident Physician	Physician Specialist - Option B	September 29, 2019	\$5,191
Resident Physician	Physician Specialist - Option C	September 29, 2019	\$8,660
Resident Physician	Physician Specialist - Option D	September 29, 2019	\$5,508
Resident Physician	Physician Specialist - Option E	September 29, 2019	\$10,297
Retirement Benefits Representative Trainee	Retirement Benefits Representative	September 29, 2019	\$2,347
Seed Analyst Trainee	Seed Analyst I	September 29, 2019	\$2,347
Social Worker Intern	Social Worker I	September 29, 2019	Minimum of the salary range assigned to the trainee

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		class title
Student Intern (Other than the Governor's Natural Resources Fellowship Program at DNR)	None	Minimum of the salary range assigned to the trainee class title
Student Intern	None	Minimum of the salary range assigned to the trainee class title
Student Intern (Governor's Natural Resources Fellowship Program at DNR)	None	\$2,000 for Bachelor's degree in plant or animal ecology, botany, forestry, wildlife biology, ecology or environmental zoology and enrolled in Master's program
Student Worker	None	Minimum of the salary range assigned to the trainee class title
Telecommunications Systems Technician Trainee	Telecommunications Systems Technician I	\$2,171

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		through December 31, 2022	
Well Inspector Trainee	Well Inspector I	September 29, 2019	\$2,487

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.50 Definitions

The following definitions of terms are for purposes of clarification only. They affect the Schedule of Rates (Subpart B), and Negotiated Rates of Pay (Appendix A). Section 310.500 contains definitions of terms applying specifically to the Merit Compensation System.

"Adjustment in Salary" – A change in salary rate occasioned by a previously committed error or oversight, or required in the best interest of the State as defined in Sections 310.80 and 310.90.

"Agency" means an agency (e.g., Department, Board, Commission, etc.) of Illinois State government whose employees are subject to this Part.

"Anticipated Starting Salary" – A position-specific rate or range within the pay grade or salary range assigned to the classification title to which the position being filled is allocated and based on the value of the work to be performed in the position description. The anticipated starting salary is published in the posting of a position opening. When valuing the work to be performed in the position description, agencies, boards and commissions shall consider questions based on the factors located in Section 310.80(e). The factors are: is the valuation consistent with the treatment of other similar situations; is the valuation equitable in view of the particular circumstances; what are the staffing needs and requirements of the employing agency; and are there labor market influences on recruitment for the classification or position. Some of the questions to be considered are: how are others in this title in the agency compensated; how many staff does the position supervise; what is the scope of the position's area of responsibility; is the position similar to positions at other agencies and, if so, how are those employees compensated; what types of subordinates report to the position and how are they compensated; does this position require a license that is difficult to obtain; has the agency unsuccessfully attempted to fill the position and if so, how many times; and if the position has private sector counterparts, how are they compensated? This is a non-exhaustive list of factors and questions for agencies, boards and commissions to consider when developing an anticipated starting salary.

SUBTITLE B

"Bargaining Representative" – The sole and exclusive labor organization (union, chapter, lodge or association) recognized, as noted in an agreement with the State of Illinois, to negotiate for one or more bargaining units and may include one or more locals.

"Bargaining Unit" – The sole and exclusive labor organization that represents and includes at least one position and its appointed employee as specified in a Certification of Representative, Certification of Clarified Unit or corrected certification issued by the Illinois Labor Relations Board as authorized by Sections 6(c) and 9(d) of the Illinois Public Labor Relations Act [5 ILCS 315].

"Base Salary" – A dollar amount of pay specifically designated in the Negotiated Rates of Pay (Appendix A) or Schedule of Rates (Subpart B). Base salary does not include commission, incentive pay, bilingual pay, longevity pay, overtime pay, shift differential pay or deductions for time not worked.

"Bilingual Pay" – The dollar amount per month, or percentage of the employee's monthly base salary, paid in addition to the employee's base salary when the individual position held by the employee has a job description that requires the use of sign language, Braille, or another second language (e.g., Spanish), or that requires the employee to be bilingual.

"Classification" – The classification established by the Department and approved by the Civil Service Commission based on Section 8a(1) of the Personnel Code [20 ILCS 415] and to which one or more positions are allocated based upon similarity of duties performed, responsibilities assigned and conditions of employment. Classification may be abbreviated to "class" and referred to by its title or title code.

"Class Specification" – The document comprising the title, title code, effective date, distinguishing features of work, illustrative examples of work and desirable requirements.

"Comparable Classes" – Two or more classes that are in the same pay grade.

"Creditable Service" – All service in full or regularly scheduled part-time pay status beginning with the date of initial employment or the effective date of the last salary increase that was at least equivalent to a full step.

"Demotion" – The assignment for cause of an employee to a vacant position in a class in a lower pay grade than the former class.

SUBTITLE B

"Department" or "CMS" means the Department of Central Management Services.

"Differential" – The additional compensation added to the base salary of an employee resulting from conditions of employment imposed on the employee during normal schedule of work.

"Director" means the Director of the Department of Central Management Services.

"Divided Class" – The classification established by Section 8a(1) of the Personnel Code [20 ILCS 415], represented by more than one bargaining unit as certified by the Illinois Labor Relations Board. The divided classes effective January 20, 2022 are:

Title	Title Code
Apparel/Dry Goods Specialist III	01233
Automotive Shop Supervisor	03749
Bridge Mechanic	05310
Bridge Tender	05320
Civil Engineer I	07601
Civil Engineer II	07602
Civil Engineer III	07603
Clinical Laboratory Associate	08200
Clinical Laboratory Technician I	08215
Clinical Laboratory Technician II	08216
Educator	13100
Educator Aide	13130
Educator – Career and Technical	13103
Engineering Technician II	13732
Engineering Technician III	13733
Engineering Technician IV	13734
Heavy Construction Equipment Operator	18465
Highway Maintainer	18639
Highway Maintenance Lead Worker	18659
Housekeeper	19600
Labor Maintenance Lead Worker	22809
Laboratory Assistant	22995
Laboratory Associate I	22997
Laboratory Associate II	22998
Laborer (Maintenance)	23080
Licensed Practical Nurse I	23551
Licensed Practical Nurse II	23552
Maintenance Equipment Operator	25020

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Maintenance Worker	25500
Pest Control Operator	31810
Power Shovel Operator (Maintenance)	33360
Property and Supply Clerk II	34792
Property and Supply Clerk III	34793
Public Service Administrator	37015
Silk Screen Operator	41020
Social Service Aide Trainee	41285
Storekeeper I	43051
Storekeeper II	43052
Storekeeper III	43053
Stores Clerk	43060

"Entrance Base Salary" – The initial base salary assigned to an employee upon entering State service.

"Hourly Pay Grade" – The designation for hourly negotiated pay rates is "H".

"In Between Pay Grade" – The designation for negotiated pay rates in between pay grades is ".5".

"In-hire Rate" – An in-hire rate is a minimum rate/step for a class that is above or below the normal minimum of the range or full scale rate, as approved by the Director after a review of competitive market starting rates for similar classes or as negotiated between the Director and a bargaining unit.

"Midpoint Salary" – The rate of pay that is the maximum rate and the minimum rate in the salary range added together divided by two and rounded up or down to the nearest whole dollar.

"Option" – The denotation of directly-related education, experience and/or knowledge, skills and abilities required to qualify for the position allocated to the classification. The requirements may meet or exceed the requirements indicated in the class specification. The following options are for the Public Service Administrator classification and have a negotiated pay grade and/or a broad-banded salary range assigned:

- 1 = General Administration/Business/Marketing/Labor/Personnel
- 2 = Fiscal Management/Accounting/Budget/Internal
Audit/Insurance/Financial
- 2B = Financial Regulatory
- 2C = Economist
- 3 = Management Information System/Data

SUBTITLE B

- Processing/Telecommunications
- 3J = Java Application Developer
 - 3N = Networking
 - 4 = Physical Sciences/Environment
 - 6 = Health and Human Services
 - 6C = Health Statistics
 - 6D = Health Promotion/Disease Prevention
 - 6E = Laboratory Specialist
 - 6F = Infectious Disease
 - 6G = Disaster/Emergency Medical Services
 - 6H = Illinois Council on Developmental Disabilities Program
Specialist
 - 6I = Rehabilitation Counseling
 - 7 = Law Enforcement/Correctional
 - 7A = Sworn Law Enforcement
 - 8A = Special License – Architect License
 - 8B = Special License – Boiler Inspector License
 - 8C = Special License – Certified Public Accountant
 - 8D = Special License – Federal Communications Commission
License/National Association of Business and Educational
Radio
 - 8E = Special License – Engineer (Professional)
 - 8F = Special License – Federal Aviation Administration Medical
Certificate/First Class
 - 8G = Special License – Clinical Professional Counselor
 - 8H = Special License – Environmental Health Practitioner
 - 8I = Special License – Professional Land Surveyor License
 - 8J = Special License - Registered American Dietetic
Association/Public Health Food Sanitation
Certificate/Licensed Dietician
 - 8K = Special License – Licensed Psychologist
 - 8L = Special License – Law License
 - 8N = Special License – Registered Nurse License
 - 8O = Special License – Occupational Therapist License
 - 8P = Special License – Pharmacist License
 - 8Q = Special License – Religious Ordination by Recognized
Commission
 - 8R = Special License – Dental Hygienist
 - 8S = Special License – Social Worker/Clinical Social Worker
 - 8T = Special License – Professional Educator License and

SUBTITLE B

Administrative Endorsement

- 8U = Special License – Physical Therapist License
- 8V = Special License – Audiologist License
- 8W = Special License – Speech-Language Pathologist License
- 8Y = Special License – Plumbing License
- 8Z = Special License – Special Metrologist Training
- 9A = Special License – Certified Internal Auditor
- 9B = Special License – Certified Information Systems Auditor
- 9C = Special License – Landscape Architect
- 9D = Special License – Certified Real Estate Appraisal License
- 9G = Special License – Registered Professional Geologist License

The following options are for the Senior Public Service Administrator classification and have a broad-banded salary range assigned:

- 1 = General Administration/Business/Marketing/Labor/Personnel
- 2 = Fiscal Management/Accounting/Budget/ Internal Audit/Insurance/Financial
- 2A = Revenue Audit Field Manager
- 2B = Financial Regulatory
- 2C = Economist
- 3 = Management Information System/Data Processing/Telecommunications
- 4 = Physical Sciences/Environment
- 5 = Agriculture/Conservation
- 6 = Health and Human Services
- 6H = Illinois Council on Developmental Disabilities Program Policy
- 7 = Law Enforcement/Correctional
- 7A = Sworn Law Enforcement
- 8A = Special License – Architect License
- 8B = Special License – Boiler Inspector License
- 8C = Special License – Certified Public Accountant/Certified Internal Auditor
- 8D = Special License – Dental License
- 8E = Special License – Engineer (Professional)
- 8F = Special License – Clinical Professional Counseling
- 8G = Special License – Geologist
- 8H = Special License – Environmental Health Practitioner
- 8I = Special License – Illinois Auctioneer License
- 8K = Special License – Licensed Psychologist

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- 8L = Special License – Law License (Illinois)
- 8M = Special License – Veterinary Medicine License
- 8N = Special License – Registered Nurse License (Illinois)
- 8O = Special License – Occupational Therapist License
- 8P = Special License – Pharmacist License
- 8Q = Special License – Nursing Home Administrator License
- 8R = Special License – Real Estate Broker License
- 8S = Special License – Social Worker/Clinical Social Worker
- 8T = Special License – Professional Educator License and
Administrative Endorsement
- 8U = Special License – Landscape Architect
- 8Z = Special License – Certified Real Estate Appraisal License

Other classification titles contain an option and the option also may denote differences in the distinguishing features of work indicated in the classification specification. The classification titles containing an option are:

- Children and Family Service Intern, Option 1
- Children and Family Service Intern, Option 2
- Health Services Investigator I, Option A – General
- Health Services Investigator II, Option A – General
- Health Services Investigator II, Option C – Pharmacy
- Juvenile Justice Youth and Family Specialist Option 1
- Juvenile Justice Youth and Family Specialist Option 2
- Medical Administrator I Option C
- Medical Administrator I Option D
- Medical Administrator II Option C
- Medical Administrator II Option D
- Physician Specialist – Option A
- Physician Specialist – Option B
- Physician Specialist – Option C
- Physician Specialist – Option D
- Physician Specialist – Option E
- Research Fellow, Option B

"Pay Grade" – The numeric designation used for an established set of steps or salary range.

"Pay Plan Code" – The designation used in assigning a specific salary rate based on a variety of factors associated with the position. Pay Plan Codes used in the Pay Plan are:

- B = Negotiated regular pension formula rate for the State of Illinois

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- E = Educator – Career and Technical for the Department of Juvenile Justice and Educator title for the State of Illinois AFSCME negotiated 12-month regular pension formula rate
- J = Negotiated regular pension formula rate for states other than Illinois, California or New Jersey
- L = Educator – Career and Technical for the Department of Juvenile Justice and Educator title for the State of Illinois AFSCME negotiated 12-month alternative pension formula rate
- M = Educator title AFSCME negotiated 9-month regular pension formula rate at the Illinois School for the Visually Impaired
- N = Educator and Educator – Career and Technical titles Illinois Federation of Teachers negotiated 9-month regular pension formula rate for the Illinois School for the Deaf
- O = Educator title AFSCME negotiated 9-month regular pension formula rate at the Illinois Center for Rehabilitation and Education-Roosevelt
- P = Educator – Career and Technical for the Department of Juvenile Justice and Educator title for the State of Illinois AFSCME negotiated 12-month maximum-security institution rate
- Q = Negotiated alternative pension formula rate for the State of Illinois
- S = Negotiated maximum-security institution rate for the State of Illinois
- U = Negotiated regular pension formula rate for the state of California or New Jersey
- V = Educator title AFSCME negotiated 9-month regular pension formula rate at the Department of Juvenile Justice
- W = Educator title AFSCME negotiated 9-month alternative pension formula rate at the Department of Juvenile Justice
- X = Educator title AFSCME negotiated 9-month maximum security rate at the Department of Juvenile Justice

"Promotion" – The appointment of an employee, with the approval of the agency and the Department of Central Management Services, to a vacant position in a class in a higher pay grade than the former class.

"Reallocation" – A position action in which gradual changes in a single position's assigned duties and responsibilities accumulate and result in the assignment of the position to another class.

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"Reclassification" – A position action that occurs subsequent to approval of a new or revised classification by the Civil Service Commission and results in the assignment of a position or positions to a different class.

"Reevaluation" – The assignment of a different pay grade to a class based upon change in relation to other classes or to the labor market.

"Salary Range" – The dollar value represented by Steps 1c or the Step with the lowest salary through 8 or the Step with the highest salary of a pay grade assigned to a class title.

"Satisfactory Performance Increase" – An upward revision in the base salary from one designated step to the next higher step in the pay grade for that class as a result of having served the required amount of time at the former rate with not less than a satisfactory level of competence. (Satisfactory level of competence shall mean work, the level of which, in the opinion of the agency head, is above that typified by the marginal employee.)

"Transfer" – The assignment of an employee to a vacant position having the same pay grade.

"Whole Class" – The classification established by Section 8a(1) of the Personnel Code [20 ILCS 415], represented by no more than one bargaining unit as certified by the Illinois Labor Relations Board and to which no more than one bargaining unit pay grade is assigned.

"Work Year" – That period of time determined by the agency and filed with the Department in accordance with 80 Ill. Adm. Code 303.300.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.60 Conversion of Base Salary to Pay Period Units

For purposes of converting a base salary to an amount applicable for one pay period, the following methods of computation shall apply:

- a) An annual base salary shall be divided by the number of pay periods in one assigned year.
- b) A monthly base salary shall be divided by two on a semi-monthly payment schedule or shall be multiplied by twelve and the result divided by the number of pay periods in a work year on a payment schedule other than semi-monthly.

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- c) A weekly base salary shall be multiplied by 52 and the result divided by the number of pay periods in a work year.
- d) A daily base salary shall be multiplied by the number of days actually worked in a pay period.
- e) An hourly base salary shall be multiplied by the number of hours actually worked in a pay period.

Section 310.70 Conversion of Base Salary to Daily or Hourly Equivalents

For purposes of determining the hourly or daily equivalent of a base salary, the following methods of computation shall apply:

- a) Payment for Vacation, Sick Leave* and Unused Compensatory Overtime Credits
- A daily (hourly) equivalent shall be determined by converting the base salary to an annual salary and dividing the result by the number of days (hours) usually worked in a year, according to the agency's normal work schedule as filed with the Department of Central Management Services.

* Sick leave earned prior to January 1, 1984 and after December 31, 1997 is not compensable. Sick leave earned and not used between January 1, 1984 and December 31, 1997 will be compensable at the current base daily rate times one-half of the total number of sick days earned and retained during that time period.
- b) Deductions from a Specific Pay Period - Employees working full time or a regular part of a full time schedule and who work less than the total number of days/hours in a specific pay period due to furlough days/hours or other noncompensated days/hours, as per Section 302.510 of the Personnel Rules (see 80 Ill. Adm. Code 302.510), shall have the value of the days/hours derived by dividing the annualized rate of pay by the total number of days/hours in a work year as filed by the agency with the Department of Central Management Services. The value of the deducted days/hours is subtracted from the semi-monthly rate.
- c) Payment for Fractional Part of a Specific Pay Period – In those instances in which an employee is to be compensated at a rate that represents a number of work days (hours) that is less than the actual number of work days (hours) in the pay period, other than when authorized for deduction in accordance with subsection (b), the formula to be used is: monthly rate divided by two equal pay period rate; pay period rate divided by days (hours) scheduled equals daily (hourly) rate; daily (hourly) rate multiplied by days (hours) worked equals gross amount earned.

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- d) Part-Time Work - Part-time employees, whose base salary is other than an hourly or daily basis, shall be paid on a daily rate basis which will be computed from annual rates of salary and the total number of work days in the year.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.80 Increases in Pay

Except as otherwise provided for in this Section, for employees occupying positions in classes that are paid in conformance with the Schedule of Negotiated Rates (Appendix A) and without a negotiated provision in the currently effective bargaining unit agreement, increases shall be granted as follows and will become effective the first day of the pay period following the date of approval:

- a) Satisfactory Performance Increase –
 - 1) Each employee who has not attained Step 8 of the relevant pay grade, and whose level of performance has been at a satisfactory level of competence, shall be successively advanced in pay to the next higher step in the pay grade after one year of creditable service in the same class.
 - 2) A satisfactory performance increase shall become effective on the first day of the month within which the required period of creditable service is reached.
 - 3) No satisfactory performance increase may be given after the effective date of separation.
- b) Withholding Satisfactory Performance Increase – As an inducement toward attainment of satisfactory level of competence, satisfactory performance increases may be withheld from the employee who has not achieved a satisfactory level of performance. Such action must be supported by:
 - 1) A performance record showing less than satisfactory performance. This must be prepared by the appropriate supervisor, discussed with the employee and approved by the agency head prior to the date the increase would otherwise become effective. The performance record will not be invalidated by refusal of an employee to sign. In such cases, an explanatory comment shall be made on the record by the supervisor. This record will be preserved by the agency.
 - 2) Notice of withholding of satisfactory performance increases to the Department – It shall be reported upon completion of action required by

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subsection (b)(1), but not later than the submission of the payroll reflecting the denial of the increase.

- c) Redetermination – A satisfactory performance increase previously withheld shall be granted when the cause for withholding has been eliminated. Redetermination must be made at least annually. In such cases the increases will be effective the first day of the month following date of approval and will be preceded by the preparation and filing of a Performance Record within the agency indicating the attainment of satisfactory level of competence.
- d) Other Pay Increases –
 - 1) Promotion –
 - A) Standard Procedures –
 - i) From Other Than Step 8 – Normally, upon promotion, an employee shall be advanced to the lowest step in the targeted pay grade that represents at least a full step increase in the former pay grade. The promotion shall not change the creditable service date if the increase is less than one step for the bargaining unit employees.
 - ii) From Step 8 – The employee shall be paid at the lowest step rate in the targeted pay grade that results in an increase equal to at least the dollar difference between Step 7 and Step 8 in the former pay grade. To compute this, add the dollar difference between Step 7 and Step 8 in the former pay grade to the employee's current rate at Step 8 (then include longevity if the employee is receiving an increased rate based on longevity). Then place the employee on the lowest step in the targeted pay grade that is at least equivalent to that amount. Otherwise, when an employee is promoted from Step 8, the employee shall be paid at the lowest step rate in the targeted pay grade that results in an increase equal to at least 3%. To compute this, add 3% to the employee's current rate at Step 8 (then include longevity if the employee is receiving an increased rate based on longevity). Then place the employee on the lowest step in the targeted pay grade that is at least equivalent to that amount. The promotion shall not change the creditable service date if the increase is less than one step for the bargaining unit employees.

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- B) Exception – Any deviation is a special salary adjustment (see subsection (e)).
- 2) Reallocation –
 - A) Standard Procedures –
 - i) From Other Than Step 8 – Normally, upon reallocation, an employee shall be advanced to the lowest step in the targeted pay grade that represents at least a full step increase in the former pay grade.
 - ii) From Step 8 – When an employee is reallocated from Step 8, the employee shall be paid at the lowest step rate in the targeted pay grade that results in an increase equal to at least 3%. To compute this, add 3% to the employee's current rate at Step 8 (then include longevity if the employee is receiving an increased rate based on longevity). Then place the employee on the lowest step in the targeted pay grade that is at least equivalent to that amount. The reallocation shall not change the creditable service date for non-bargaining-unit employees or if the increase is less than one step for the bargaining unit employees.
 - B) Exception – Any deviation is a special salary adjustment (see subsection (e)).
- 3) Reevaluation – If a higher pay grade is assigned to a class, the employee occupying the position in the class shall be advanced to the lowest step in the new grade that represents an increase in pay. If an employee becomes eligible for a satisfactory performance increase as a result of the reevaluation, a one-step increase will be granted immediately. The reevaluation shall not change the creditable service date if the increase is less than one step for the bargaining unit employees.
- 4) Separation and Subsequent Appointment – Upon separation from a position of a given class and appointment within four calendar days to a position in a higher pay grade, an increase shall be given under the conditions and requirements applicable to promotions (see subsection (d)(1)).

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- 5) Reclassification – If the class to which the position is being moved has a higher pay grade, the employee's base salary is advanced to the salary in the new pay grade that represents the least increase in pay. If this new salary is less than the difference between Step 7 and Step 8 in the new pay grade and the employee has been paid the base salary in Step 8 of the previous pay grade for longer than one year, the new salary is advanced one step from the salary in the new pay grade representing the least increase. The reclassification shall not change the creditable service date if the increase is less than one step for the bargaining unit employees.
- e) Adjustment – An employee may receive an upward adjustment in the employee's base salary for the purpose of correcting a previous error, oversight or when the best interest of the agency and the State of Illinois will be served. Adjustments shall have the prior approval of the Director. An adjustment at the time of entrance into State government shall have supporting documentation in the candidate's employment application. In determining the appropriateness of a request for a salary adjustment by an employing agency, the Director shall consider whether the need for the adjustment is substantial, whether the action is consistent with the treatment of other similar situations, and whether the action is equitable in view of the particular circumstances prompting the request. The Director's approval of an adjustment at the time of entrance into State government shall be based on the candidate's documented directly-related education and experience exceeding the minimum requirements in the class specification, prior base salary history, staffing needs and requirements of the employing agency, and labor market influences on the recruitment for the position classification or position. The adjustment shall not change the creditable service date if the increase is less than one step for the bargaining unit employees. When a payroll adjustment is made for an AFSCME represented employee covered by the collective bargaining agreement signed August 21, 2019, upon request, an explanation for the adjustment shall be given to the employee.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.90 Decreases in Pay

Employees other than those whose base salaries are determined by the Schedule of Rates (Subpart B) shall have their salaries reduced only as specified below and shall become effective the first day of the pay period following date of approval:

- a) Demotion for Cause to a Lower Class – Upon demotion, the employee's base salary will be reduced to Step 8 of the pay grade for the lower class if the current base salary is in excess of that pay grade, or to the step in the lower pay grade that provides the salary nearest in amount, but less than, the current base salary, except

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that an employee demoted during a probationary period following promotion will have the employee's salary reduced to the step in the lower pay grade that represents the salary had the employee not been promoted, and the employee's previous creditable service date will be restored.

- b) Position Reallocated to a Lower Class – The employee's base salary will be reduced to Step 8 of the lower pay grade, if in excess of that pay grade, or to the step in the lower pay grade nearest in amount to, but in no case more than, the current base salary. However, as provided in Section 8(a) of the Personnel Code [20 ILCS 415], the pay for an employee whose position is reallocated because of loss of duties and responsibilities after the employee's appointment to that position shall not be required to be lowered to an exact step for a period of one year. When the base salary is identical to an exact step in the lower range, the employee shall be placed on this step with no further reduction required. An employee's creditable service date will not be affected.
- c) Voluntary Reduction to a Lower Class – Upon the voluntary reduction of an employee to a vacant position in a class having a lower pay grade than the class from which the reduction was made, the employee's base salary will be reduced to Step 8 of the lower pay grade if in excess of that pay grade, or to the step in the lower pay grade that provides the base salary nearest in amount, but less than, the current base salary, except that an employee who voluntarily requests a reduction to a lower class during a probationary period following promotion will have the employee's salary reduced to the step in the pay grade that represents the salary had the employee not been promoted, and the employee's previous creditable service date will be restored.
- d) Assignment of a Lower Pay Grade to a Class – Upon assignment, an employee's base salary will be that step in the new pay grade nearest to, but not greater in amount than, the step being vacated in the former pay grade. The reevaluation shall not change the creditable service date.
- e) Adjustment – An employee may receive a downward adjustment in the employee's base salary for the purpose of correcting a previous error or oversight or when the best interest of the agency and the State of Illinois will be served. Adjustments must have the prior approval of the Director in writing. In determining the appropriateness of a request for a salary adjustment by an employing agency, the Director will consider whether the need for the adjustment is substantial, whether the action is consistent with the treatment of other similar situations, and whether the action is equitable in view of the particular circumstances prompting the request. The adjustment shall not change the creditable service date.

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- f) **Reclassification** – If the class to which the position is being moved has a lower pay grade, the employee's base salary will be the salary in the new pay grade nearest to, but not greater than, the employee's former salary. As provided in Section 8(a) of the Personnel Code, the pay for an employee whose position is reclassified shall not be lowered for a period of one year. If the base salary is identical to an exact step in the lower range, the employee shall be placed on this step with no further reduction required. An employee's creditable service date will not be affected.

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.100 Other Pay Provisions

- a) **Transfer** – Upon the assignment of an employee to a vacant position in a class with the same pay grade as the class for the position being vacated, the employee's base salary will not be changed. Upon separation from a position in a given class and subsequent appointment to a position in the same pay grade, no increase in salary will be given.
- b) **Entrance Base Salary** – State agencies shall not seek, request or require a candidate's current wage or salary history. Agencies shall not use an applicant's current wage or salary history to screen applicants or request or require current wage or salary history information as a condition for being considered for employment or for an offer of employment. Agencies shall not verify a candidate's current wage or salary history. Each agency shall not request current or past wage or salary at any location (website, form or process). If a candidate inadvertently or voluntarily without prompting discloses the candidate's current or past wage or salary, including benefits or other compensation, the agency shall not consider or rely on the information in a current or future salary offer and shall disregard the information.
- 1) **Qualifications Only Meet Minimum Requirements** – When a candidate only meets the minimum requirements of the class specification upon entry to State service, an employee's entrance base salary is the in-hire rate or the minimum base salary of the pay grade.
 - 2) **Qualifications Above Minimum Requirements** – If a candidate possesses directly-related education and experience in excess of the minimum requirements of the class specification, the employing agency may offer the candidate an entrance base salary that is not more than 5% above the candidate's current base salary. Any deviation from the 5% maximum is a special salary adjustment (see Section 310.80(e)).

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- 3) Area Differential – For positions for which additional compensation is required because of dissimilar economic or other conditions in the geographical area in which the positions are established, a higher entrance step may be authorized by the Director of Central Management Services. Present employees receiving less than the new rate shall be advanced to the new rate.
- c) Geographical Transfer – Upon geographical transfer from or to an area for which additional compensation has been authorized, an employee will receive an adjustment to the appropriate salary level for the new geographical area of assignment effective the first day of the month following date of approval.
- d) Differential and Overtime Pay – An eligible employee may have an amount added to the employee's base salary for a given pay period for work performed in excess of the normal requirements for the position and work schedule, as follows:
 - 1) Shift Differential Pay – An employee may be paid an amount in addition to the employee's base salary for work performed on a regularly scheduled second or third shift. The additional compensation will be at a rate and in a manner approved by the Department. The Director will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.
 - 2) Overtime Pay –
 - A) Eligibility – The Director will maintain a list of titles and their overtime eligibility as determined by labor contracts, Federal Fair Labor Standards Act (29 USC 203), or State law or regulations. Overtime shall be paid in accordance with the labor contracts, Federal Fair Labor Standards Act, and State law or regulations.
 - B) Compensatory Time – When Contract Contains No Provision – Employees who are eligible for compensatory time may request that time, which may be granted by the agency at its discretion, considering, among other things, its operating needs. Compensatory time shall be taken within the fiscal year it was earned at a time convenient to the employee and consistent with the operating needs of the agency. Compensatory time shall be accrued at the rate in which it is earned (straight time or time and a half), but shall not exceed 120 hours in any fiscal year. Compensatory time approved for non-union employees will be

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earned after 40 actual work hours in a workweek. Compensatory time not used by the end of the fiscal year in which it was earned shall be liquidated and paid in cash at the rate it was earned. Time spent in travel outside the normal work schedule shall not be accrued as compensatory time except as provided by labor contracts and the Federal Fair Labor Standards Act. At no time are overtime hours or compensatory time to be transferred from one agency to another agency.

- 3) Incentive Pay – An employee may be paid an amount in addition to the employee's base salary for work performed in excess of the normal work standard as determined by agency management. The additional compensation shall be at a wage rate and in a manner approved by the Director. The Director will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.
- 4) Temporary Assignment Pay –
 - A) When Assigned to a Higher-Level Position Classification –A bargaining unit employee may be temporarily assigned to a bargaining unit position in a position classification having a higher pay grade and shall be eligible for temporary assignment pay. To be eligible for temporary assignment pay, the employee must be directed to perform the duties that distinguish the higher-level position classification and be held accountable for the responsibility of the higher classification. Employees shall not receive temporary assignment pay for paid days off except if the employee is given the assignment for 30 continuous days or more, the days off fall within the period of time and the employee works 75% of the time of the temporary assignment. Temporary assignment pay shall be calculated as if the employee received a promotion (see Section 310.80(d)(1)) into the higher pay grade. In no event is the temporary assignment pay to be lower than the minimum rate of the higher pay grade or greater than the maximum rate of the higher pay grade.
 - B) When Required to Use Second Language Ability – Employees who are bilingual or have the ability to use sign language, Braille, or another second language (e.g., Spanish) and whose job descriptions do not require that they do so shall be paid temporary assignment pay when required to perform duties requiring the

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ability. The temporary assignment pay received is prorated based on 5% or \$100 per month, whichever is greater, in addition to the employee's base rate.

- e) Out-of-State Assignment – Employees who are assigned to work out-of-state on a temporary basis may receive an appropriate differential during the period of the assignment, as approved by the Director. The Director will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.
- f) Part-Time Work – Part-time employees whose base salary is other than an hourly or daily basis shall be paid on a daily basis computed by dividing the annual rate of salary by the total number of work days in the year.
- g) Lump Sum Payment – Lump sum payment shall be provided for accrued vacation, sick leave, and unused compensatory overtime at the current base rate to those employees separated from employment under the Personnel Code. Leaves of absence and temporary layoff (per 80 Ill. Adm. Code 302.510) are not separations and therefore lump sum cannot be given in these transactions. Method of computation is explained in Section 310.70(a).

AGENCY NOTE – The method to be used in computing the lump sum payment for accrued vacation, sick leave and unused compensatory overtime payment for an incumbent entitled to shift differential during the employee's regular work hours will be to use the employee's current base salary plus the shift differential pay. Sick leave earned prior to January 1, 1984 and after December 31, 1997 is not compensable. Sick leave earned and not used between January 1, 1984 and December 31, 1997 will be compensable at the current base daily rate times one-half of the total number of compensable sick days.

- h) Salary Treatment Upon Return From Leave –
 - 1) An employee returning from Military Leave (80 Ill. Adm. Code 302.220 and 303.170), Peace Corps Leave (80 Ill. Adm. Code 302.230), Service-Connected Disability Leave (80 Ill. Adm. Code 303.135), Educational Leave (80 Ill. Adm. Code 302.215), Disaster Service Leave With Pay (80 Ill. Adm. Code 303.175), Disaster Service Leave With Pay – Terrorist Attack (80 Ill. Adm. Code 303.176), Family Responsibility Leave (80 Ill. Adm. Code 303.148), leave to accept a temporary, emergency, provisional, exempt (80 Ill. Adm. Code 303.155) or trainee position, leave to serve in domestic peace or job corps (80 Ill. Adm. Code 302.230) or leave to serve in an interim assignment will be placed on the step that

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reflects satisfactory performance increases to which the employee would have been entitled during the employee's period of leave. Creditable service date will be maintained.

- 2) An employee returning to the employee's former pay grade from any other leave (not mentioned in subsection (i)(1)) of over 14 days will be placed at the step on which the employee was situated prior to the employee's leave, and the employee's creditable service date will be extended by the duration of the leave.

i) Salary Treatment Upon Reemployment –

- 1) Upon the reemployment of an employee in a class with the same pay grade as the class for the position held before layoff, the employee will be placed at the same salary step as held at the time of the layoff, and the employee's creditable service date will be adjusted to reflect that time on layoff does not count as creditable service time.
- 2) Upon the reemployment of an employee in a class at a lower salary range than the range of the class for the position held before layoff, the employee will be placed at the step in the lower pay grade that provides the base salary nearest in amount to, but less than, the current value of the step held at the time of layoff, and the employee's creditable service date will be adjusted to reflect that time on layoff does not count as creditable service time.

j) Reinstatement –

- 1) For Former State Employees Subject to the Personnel Code Who Had Intervening Employment Outside of State Government – For former State employees subject to the Personnel Code who had intervening employment outside of State government shall be paid under the conditions and requirements applicable to entrance base salary (see subsection (b)).
- 2) For Former State Employees Subject to the Personnel Code Who Had No Intervening Employment or Only Had Intervening State Government Employment – For former State employees subject to the Personnel Code who had no intervening employment or only had intervening State government employment, the salary upon reinstatement should not provide more than a 5% increase over the candidate's current base salary or exceed the current value of the salary step held in the position for which previously certified without prior approval by the Director. In no event is

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the resulting salary to be lower than the minimum rate or higher than the maximum rate of the pay grade. Any deviation from the 5% maximum, except when the resulting salary is the minimum rate of the pay grade, is a special salary adjustment (see Section 310.80(e)).

- k) Longevity Pay or Longevity Step and Bonus –The Step 8 rate shall be increased by \$25 per month for those employees who have attained 10 years of service and have three years of creditable service on Step 8 in the same pay grade. The Step 8 rate shall be increased by \$50 per month for those employees who have attained 15 years of service and have three years of creditable service on Step 8 in the same pay grade.
- l) Bilingual Pay – Individual positions whose job descriptions require the use of sign language, Braille, or another second language (e.g., Spanish) shall receive 5% or \$100 per month, whichever is greater, in addition to the employee's base rate.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.110 Implementation of Pay Plan Changes (Repealed)

(Source: Repealed at 34 Ill. Reg. 9759, effective July 1, 2010)

Section 310.120 Interpretation and Application of Pay Plan

The Director of Central Management Services shall determine the proper interpretation and application of each provision of the Plan. The decision of the Director as to the proper interpretation or application of any such provision shall be final and binding upon all agencies and employees affected thereby, and all agencies and employees shall comply with the Director's decision, in the absence of a written opinion of the Attorney General or a written directive of the Civil Service Commission or a court order declaring the Director's decision to be unlawful.

Section 310.130 Effective Date

This Pay Plan Narrative (Subpart A), Schedule of Rates (Subpart B), Merit Compensation System (Subpart C), Negotiated Rates of Pay (Appendix A), Merit Compensation System Salary Schedule (Appendix D), Comparison of Pay Grades or Salary Ranges Assigned to Classifications (Appendix C) and Broad-Band Pay Range Classes Salary Schedule (Appendix G) shall be effective for Fiscal Year 2023

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.140 Reinstitution of Within Grade Salary Increases (Repealed)

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(Source: Repealed at 22 Ill. Reg. 16158, effective August 31, 1998)

Section 310.150 Fiscal Year 1985 Pay Changes in Schedule of Salary Grades effective July 1, 1984 (Repealed)

(Source: Repealed at 9 Ill. Reg. 10663, effective July 1, 1985)

SUBPART B: SCHEDULE OF RATES

Section 310.205 Introduction

An employee occupying a position for which the rate of pay is determined by one of the methods enumerated in this Subpart shall be paid a wage as specified.

Section 310.210 Prevailing Rate

- a) Classes – The following are prevailing rate classes:

Baker	Plumber
Barber	Plumbing Foreman
Brickmason	Roofer
Carpenter	Sewage Plant Operator
Carpenter Foreman	Sign Painter
Cosmetologist	Sign Painter Helper
Electrician	Stationary Engineer
Electrician Foreman	Stationary Engineer – Assistant Chief
Highway Construction Equipment Operator	Stationary Engineer – Chief
Laborer	Stationary Fireman
Laborer (Building)	Steamfitter
Laborer Foreman	Teacher of Barbering
Machinist	Teacher of Beauty Culture
Maintenance Worker (Power Plant)	Tinsmith
Painter	Trades Tender
Painter Foreman	Water Plant Operator

- b) Boiler Safety Specialist – This section shall apply to employees occupying positions in the Boiler Safety Specialist class that are represented by the RC-008 bargaining unit (see Appendix A, Table L).
- c) Rate Certification Process and Effective Date – Copies of signed agreements between contractors or other employers and the respective union shall be certified to the Illinois State Department of Labor by the international representative of the respective union and shall be considered adequate proof of the prevailing rate of

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wages to be paid, minus the per hour costs of fringe benefits so designated by agreement, if any, in keeping with past practice. The Illinois Department of Labor shall notify the Department of Central Management Services of the prevailing rate. The effective date of changes in wage rates shall be on the date of certification by the Illinois Department of Labor.

- d) Pension Formula Adjustment – Effective January 1, 2006, employees shall be paid an additional 4.00% above the prevailing rate of wages for employees on the standard pension formula and 5.5% above the prevailing rate of wages for employees on the alternative pension formula, minus the per hour costs of fringe benefits. New prevailing rate employees hired on or after December 1, 2013, shall be paid the appropriate/certified prevailing rate which shall not include the additional 4.00% above the prevailing rate of wages on the standard pension formula and 5.5% above the prevailing rate of wages for employees on the alternative pension formula.
- e) Maximum Security Rates – Positions in maximum security institutions shall receive a \$75 a month adjustment to the employee's monthly wages for all employees with seven or more years of continuous service with the Department of Corrections. Employees shall receive the adjustment as long as they remain employees at a maximum-security facility.
- f) FY2020 Signing Bonus – Upon ratification of the contract, all bargaining unit employees on active payroll effective June 30, 2020 shall receive a one-time signing bonus of \$2,500 within fiscal year 2020. Only employees on active status shall receive the bonus payable after ratification of the collective bargaining agreement. The signing shall be paid as soon as practicable after the ratification of the agreement.
- g) Employee Bonus in Lieu of Merit Incentive Bonus – Those employees who in the past have received a Merit Incentive Bonus and who were employed from July 1, 2018 to June 30, 2019 will receive in the second year of the contract a \$600 bonus to be paid on July 1, 2020. Those employees who in the past have received a Merit Incentive Bonus and who were employed from July 1, 2018 to June 30, 2019 will receive in the third year of the contract a \$330 bonus to be paid on July 1, 2021.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.220 Negotiated Rate

- a) Rates by Geographic Area, Agency or Agency Area – The rate of pay for a class in any specific area or agency, or in a specific area for an agency, is established

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and approved by the Director of Central Management Services after having conducted negotiations for this purpose, or as certified as being correct and reported to the Director of Central Management Services by the Director of the Illinois Department of Labor for designated classifications.

- b) Rates for Positions Excluded from Bargaining Unit Representation – An employee occupying a position in a class normally subject to contract, but whose position is excluded from the bargaining unit, shall be assigned to the Merit Compensation System (Subpart C) and receive the rates, within the Merit Compensation System Salary Schedule (Appendix D) based on the salary range assigned to the classification title in Section 310.410 or within the Broad-Band Pay Range Classes Salary Schedule (Appendix G) based on the salary range assigned to the classification title.
- c) Rates for Higher Duties – As provided in certain collective bargaining agreements, an employee may be paid at an appropriate higher rate when assigned to perform the duties of a higher level position. Eligibility for and the amount of this pay will be as provided in the contract.
- d) Promotion from Step 8 – The employee shall be paid as provided in Section 310.80(d)(1)(A)(ii).
- e) To Locate Rates – The negotiated rates of pay for classifications in specified operating agencies, in specified agency facilities or with specified duties shall be as indicated in Appendix A, unless the rates are red-circled.
- f) Red-Circled Rates – Red-circled rates are the negotiated or arbitrator assigned base salaries not otherwise on a step in the pay grade assigned to a classification or in the Pay Plan. The base salaries may be above the pay grade's maximum base salary or between two base salaries on consecutive steps. An employee who takes a position in a Trainee Program (see 80 Ill. Adm. Code 302.170) classification that represents a reduction when comparing classifications (see Section 310.45) shall receive the higher amount of either the in-hire rate or the base salary red-circled at the amount of the former classification. Upon completion of a trainee period, the employee who is promoted to a targeted title shall receive the rate on a step that results in a minimum of one dollar increase based on the difference between the two steps, which the red-circled rate is between, added to the red-circled rate. If through negotiation of a classification assignment to a pay grade where the base salary exceeds Step 8, the base salary shall be red-circled at its current rate and may receive contractual adjustments.

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.230 Part-Time Daily or Hourly Special Services Rate (Repealed)

(Source: Repealed at 32 Ill. Reg. 9881, effective July 1, 2008)

Section 310.240 Daily or Hourly Rate Conversion

Rates of pay for employees whose work is of an irregular nature and whose compensation is based on a daily or hourly rate shall be computed as follows:

- a) Daily Rate Conversion – Conversion of the applicable monthly salary to an annual amount and dividing the result by the number of working days in a year according to the normal work schedule of that class for the agency.
- b) Hourly Rate Conversion – Conversion of the applicable monthly salary to an annual amount and dividing the result by the number of working hours in a year according to the normal work schedule of that class for the agency.

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.250 Member, Patient and Inmate Rate (Repealed)

(Source: Repealed at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.260 Trainee Rate

Rates of pay for employees working in classes pursuant to a Trainee Program (80 Ill. Adm. Code 302.170) shall conform to those set forth: in negotiated pay grades within Negotiated Rates of Pay (Appendix A) unless the rate is red-circled (Section 310.220(f)); in salary ranges within the Merit Compensation System Salary Schedule (Appendix D) for a class also assigned a bargaining unit pay grade; or as in-hire rates (Section 310.47(f)(3)) for a class only assigned a Merit Compensation System salary range. The process of assigning merit compensation salary ranges to Trainee Program classifications is in Section 310.415(b). The Trainee Program classifications are:

Title	Title Code	Negotiated Pay Grade	Merit Compensation Salary Range
Account Technician Trainee	00118	None	MS-04
Accounting and Fiscal Administration Career Trainee	00140	RC-062-12	MS-09
Actuarial Examiner Trainee	00196	RC-062-13	MS-10
Administrative Services Worker Trainee	00600	RC-014-02	MS-02

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Animal and Animal Products Investigator Trainee	01075	None	MS-09
Appraisal Specialist Trainee	01255	None	MS-09
Arson Investigations Trainee	01485	None	MS-12
Behavior Analyst Associate	04375	RC-062-15	MS-12
		Pending RC-029	
Cannabis Regulator Trainee	06005	Negotiations	MS-13
Child Support Specialist Trainee	07200	RC-062-12	MS-09
Children and Family Service Intern, Option 1	07241	RC-062-12	MS-09
Children and Family Service Intern, Option 2	07242	RC-062-15	MS-12
Civil Engineer Trainee	07607	NR-916	MS-16
Clerical Trainee	08050	RC-014-01	MS-01
Clinical Laboratory Technologist Trainee	08229	RC-062-14	MS-11
Clinical Psychology Associate	08255	RC-063-18	MS-19
Commerce Commission Police Officer Trainee	08455	None	MS-10
Conservation Police Officer Trainee	09345	RC-061	MS-06
Correctional Officer Trainee	09676	RC-006-05	MS-08
Corrections Nurse Trainee	09836	RC-023-17	MS-16
Corrections Treatment Officer Trainee	09866	RC-006-11	MS-13
Criminal Justice Specialist Trainee	10236	RC-062-13	MS-10
Data Processing Operator Trainee	11428	RC-014-02	MS-02
Data Processing Technician Trainee	11443	RC-028-06	MS-04
Disability Claims Adjudicator Trainee	12539	RC-062-13	MS-10
Economist Associate	12940	None	MS-12
Economic Development Representative Trainee	12939	None	MS-10
Educator Intern	13135	None	MS-10
Energy and Natural Resources Specialist Trainee	13715	RC-062-12	MS-09
Environmental Health Specialist I	13768	RC-062-14	MS-11
Financial Institutions Examiner Trainee	14978	RC-062-13	MS-10
Fingerprint Technician Trainee	15209	None	MS-05
Fire Prevention Inspector Trainee	15320	RC-029-12	MS-10

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Firearms Eligibility Analyst Trainee	15375	RC-062-11	MS-08
Forensic Scientist Trainee	15897	RC-062-15	MS-12
Gaming Special Agent Trainee	17195	RC-062-14	MS-11
Geographic Information Trainee	17276	RC-063-15	MS-12
Governmental Career Trainee	17325	None	MS-09
Graduate Pharmacist	17345	RC-063-20	MS-23
Hearing and Speech Associate	18231	RC-063-18	MS-19
Human Resources Trainee	19694	RC-014-07	MS-04
Human Rights Investigator Trainee	19768	RC-062-12	MS-09
Human Services Grants Coordinator Trainee	19796	RC-062-12	MS-09
Industrial Services Consultant Trainee	21125	RC-062-11	MS-08
Industrial Services Hygienist Trainee	21133	RC-062-12	MS-09
		Pending RC-063	
Information Technology Trainee	21163	Negotiations	MS-12
Insurance Analyst Trainee	21566	RC-014-07	MS-04
Insurance Company Financial Examiner Trainee	21610	RC-062-13	MS-10
Insurance Performance Examiner Trainee	21680	None	MS-09
Internal Auditor Trainee	21726	RC-062-13	MS-09
Juvenile Justice Specialist Intern	21976	RC-006-11	MS-13
Land Reclamation Specialist Trainee	23137	None	MS-09
Liability Claims Adjuster Trainee	23375	None	MS-09
Life Sciences Career Trainee	23600	RC-062-12	MS-09
Liquor Control Inspector Trainee	23744	RC-029-12	MS-10
Liquor Control Investigator Trainee	23756	RC-062-14	MS-11
Management Operations Analyst Trainee	25545	None	MS-12
Manpower Planner Trainee	25597	RC-062-12	MS-09
Meat and Poultry Inspector Trainee	26075	RC-029-09	MS-07
Medicaid Management Intern	26305	None	MS-13
Mental Health Administrator Trainee	26817	RC-062-16	MS-14

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Mental Health Specialist Trainee	26928	RC-062-11	MS-08
Mental Health Technician Trainee	27020	RC-009-01	MS-03
Methods and Procedures Career Associate Trainee	27137	RC-062-09	MS-06
Natural Resources Coordinator Trainee	28830	None	MS-09
Office Occupations Trainee	30075	None	MS-01
Polygraph Examiner Trainee	33005	None	MS-12
		Pending HR-001	
Portable Scales Operator Trainee	33022	Negotiations	MS-14
Products and Standards Inspector Trainee	34605	None	MS-09
Program Integrity Auditor Trainee	34635	RC-062-12	MS-09
Psychologist Associate	35626	RC-063-15	MS-12
Psychology Intern	35660	None	MS-15
Public Administration Intern	35700	None	MS-11
Public Aid Investigator Trainee	35874	RC-062-14	MS-11
Public Health Program Specialist Trainee	36615	RC-062-12	MS-09
Public Safety Inspector Trainee	37010	RC-062-10	MS-07
Rehabilitation Counselor Trainee	38159	RC-062-15	MS-12
Rehabilitation/Mobility Instructor Trainee	38167	RC-063-15	MS-12
Research Fellow, Option B	38211	None	MS-19
Resident Physician	38270	None	MS-15
Residential Care Worker Trainee	38279	RC-009-11	MS-05
Retirement Benefits Representative Trainee	38316	RC-062-10	MS-07
Revenue Auditor Trainee (IL)	38375	RC-062-12	MS-09
Revenue Auditor Trainee (states other than IL and not assigned to RC-062-15)	38375	RC-062-13	MS-09
Revenue Auditor Trainee (see Note in Appendix A Table W)	38375	RC-062-15	MS-09
Revenue Collection Officer Trainee	38405	RC-062-12	MS-09
Revenue Special Agent Trainee	38565	RC-062-14	MS-11
Revenue Tax Specialist Trainee	38575	RC-062-10	MS-07

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Security Therapy Aide Trainee	39905	RC-009-13	MS-06
Seed Analyst Trainee	39953	None	MS-07
Social Service Aide Trainee	41285	RC-006-01 RC-009-02	MS-03
Social Services Career Trainee	41320	RC-062-12	MS-09
Social Worker Intern	41430	None	MS-15
Student Intern	43190	None	MS-01
Student Worker	43200	None	MS-01
Telecommunications Systems Technician Trainee	45314	None	MS-05
Telecommunicator Trainee	45325	RC-014-10	MS-07
Terrorism Research Specialist Trainee	45375	RC-062-14	MS-11
Weatherization Specialist Trainee	49105	RC-062-12	MS-09
Well Inspector Trainee	49425	None	MS-09

(Source: Amended at 47 Ill. Reg. 722, effective January 4, 2023)

Section 310.270 Legislated Rate (Repealed)

(Source: Repealed at 39 Ill. Reg. 7878, effective May 22, 2015)

Section 310.280 Designated Rate

- a) Requirements – The rate of pay for a specific position or class of positions excluded from the other requirements of this Pay Plan shall be only as designated by the Governor. A designated rate is the fixed rate of pay assigned usually to one position within a position classification. The fixed rate is above the maximum of the salary range assigned to the position classification. The fixed rate is the value the employing agency determines for the uniquely combined position and employee or the candidate recruited to be the employee. A designated rate may be assigned to a position classification and, therefore, all positions within the position classification. The establishment of or change to a designated rate requires a request from the head of the employing agency to the Director.
- b) Request from the Head of the Employing Agency – The request from the employing agency head shall explain the unique nature of the employee's education and experience combined with the position's scope, responsibility, and reporting that warrant the requested designated rate, how the requested designated

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rate was determined, and the requested effective date. The employing agency shall attach to the request the current position description and the candidate's or employee's current State employment or promotional employment application.

- c) Review and Approval – The Director shall review the requested designated rate by comparing the value given to other positions and employees in the employing agency, the State, and other states when available. Following the review, the Director shall seek the Governor's approval for the designated rate and its effective date.
- d) Employee Payment – When the rate is approved, this Section shall be amended to include the approved designated rate. Once amended, the employing agency shall pay the employee the designated rate retroactively to the effective date approved by the Governor.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.290 Out-of-State Rate (Repealed)

(Source: Repealed at 32 Ill. Reg. 9881, effective July 1, 2008)

Section 310.295 Foreign Service Rate (Repealed)

(Source: Repealed at 32 Ill. Reg. 9881, effective July 1, 2008)

Section 310.300 Educator Schedule for RC-063 and HR-010

The rates of pay for employees in an Educator or Educator - Career and Technical position shall be as determined in this Section and as shown in Appendix A, Tables T and Y.

- a) Selection of the appropriate salary lane will be based on the level of academic status attained by the incumbent that relates to the educational programs of the employing agency. All hours beyond bachelor's level must be approved by the employing agency as being applicable to its programs.
- b) All provisions of Subpart A shall apply to incumbents of the Educator positions, with the following exceptions:
 - 1) For HR-010 only, Section 310.100 (b) and (l) shall not apply.
 - 2) For both RC-063 and HR-010: Section 310.100 (d) (3) and (4), (e) and (f) shall not apply.

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- c) Upon furnishing evidence of the satisfactory completion of required course work, the employee shall be advanced in pay to the same numbered step in the appropriate salary lane. Increases in the rate of pay shall be effective on the first day of the pay period following approval.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.310 Physician Specialist Rate

Upon furnishing evidence of American Board Certification in accordance with the requirements provisions of the class specification for Physician Specialist, an incumbent shall advance from a step in the residency option to the same numbered step of the certification option of their specialty. Such increase in the rate of pay shall be effective on the first day of the pay period following the date of approval.

(Source: Peremptory Amendment at 11 Ill. Reg. 13675, effective July 29, 1987)

Section 310.320 Annual Compensation Ranges for Executive Director and Assistant Executive Director, State Board of Elections (Repealed)

(Source: Repealed at 29 Ill. Reg. 13540, effective August 22, 2005)

Section 310.330 Excluded Classes Rate (Repealed)

(Source: Repealed at 8 Ill. Reg. 22844, effective November 14, 1984)

SUBPART C: MERIT COMPENSATION SYSTEM

Section 310.410 Jurisdiction

The Merit Compensation System shall apply to classes of positions, or positions excluded from bargaining unit representation, designated below and Broad-Band classes in Appendix G. In addition, the classes are listed in the ALPHABETIC INDEX OF POSITION TITLES. Also see Section 310.495 for the application of the Merit Compensation System for those Broad-Band titles listed with their salary ranges in Appendix G.

Title	Title Code	Salary Range
Account Clerk I	00111	MS-03
Account Clerk II	00112	MS-04
Account Technician I	00115	MS-07
Account Technician II	00116	MS-09
Account Technician Trainee	00118	MS-04
Accountant	00130	MS-11

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Accountant Advanced	00133	MS-14
Accountant Supervisor	00135	MS-19
Accounting and Fiscal Administration Career Trainee	00140	MS-09
Activity Program Aide I	00151	MS-04
Activity Program Aide II	00152	MS-05
Activity Therapist	00157	MS-12
Activity Therapist Coordinator	00160	MS-16
Activity Therapist Supervisor	00163	MS-23
Actuarial Assistant	00187	MS-14
Actuarial Examiner	00195	MS-14
Actuarial Examiner Trainee	00196	MS-10
Actuarial Senior Examiner	00197	MS-21
Actuary I	00201	MS-23
Actuary II	00202	MS-31
Actuary III	00203	MS-33
Administrative Assistant I	00501	MS-16
Administrative Assistant II	00502	MS-21
Administrative Services Worker Trainee	00600	MS-02
Agricultural Executive	00800	MS-23
Agricultural Land and Water Resources Supervisor	00811	MS-25
Agricultural Market News Assistant	00804	MS-09
Agricultural Marketing Reporter	00807	MS-19
Agricultural Marketing Representative	00810	MS-19
Agriculture Land and Water Resource Specialist I	00831	MS-11
Agriculture Land and Water Resource Specialist II	00832	MS-16
Agriculture Land and Water Resource Specialist III	00833	MS-23
Aircraft Dispatcher	00951	MS-09
Aircraft Lead Dispatcher	00952	MS-11
Aircraft Pilot I	00955	MS-21
Aircraft Pilot II	00956	MS-28
Aircraft Pilot II – Dual Rating	00957	MS-29
Amusement Ride Safety Inspector	01061	MS-14
Animal and Animal Products Investigator	01072	MS-11
Animal and Animal Products Investigator Trainee	01075	MS-09
Apiary Inspector	01215	MS-03
Apparel/Dry Goods Specialist I	01231	MS-04
Apparel/Dry Goods Specialist II	01232	MS-05
Apparel/Dry Goods Specialist III	01233	MS-10
Appraisal Specialist I	01251	MS-11
Appraisal Specialist II	01252	MS-14
Appraisal Specialist III	01253	MS-19

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Appraisal Specialist Trainee	01255	MS-09
Arbitrator	01401	MS-33
Architect	01440	MS-28
Arson Investigations Trainee	01485	MS-12
Arson Investigator I	01481	MS-15
Arson Investigator II	01482	MS-20
Arts Council Associate	01523	MS-09
Arts Council Program Coordinator	01526	MS-19
Arts Council Program Representative	01527	MS-12
Assignment Coordinator	01530	MS-23
Assistant Automotive Shop Supervisor	01565	MS-11
Assistant Reimbursement Officer	02424	MS-05
Audio Visual Technician I	03501	MS-04
Audio Visual Technician II	03502	MS-06
Auto and Body Repairer	03680	MS-13
Automotive Attendant I	03696	MS-03
Automotive Attendant II	03697	MS-03
Automotive Mechanic	03700	MS-13
Automotive Parts Warehouse Specialist	03734	MS-11
Automotive Parts Warehouse	03730	MS-11
Automotive Shop Supervisor	03749	MS-18
Bank Examiner I	04131	MS-14
Bank Examiner II	04132	MS-21
Bank Examiner III	04133	MS-28
Behavior Analyst Associate	04375	MS-12
Behavior Analyst I	04371	MS-16
Behavior Analyst II	04372	MS-21
Blasting Expert	04720	MS-27
Blasting Specialist	04725	MS-25
Blasting Supervisor	04730	MS-29
Boat Safety Inspection Supervisor	04850	MS-22
Boiler Safety Audit Specialist	04900	MS-30
Boiler Safety Chief Inspector	04907	MS-34
Boiler Safety Specialist	04910	MS-26
Boiler Safety Supervisor	04915	MS-31
Breath Alcohol Analysis Technician	05170	MS-15
Bridge Mechanic	05310	MS-17
Bridge Tender	05320	MS-18
Building Construction Inspector I	05541	MS-18
Building Construction Inspector II	05542	MS-20
Building Services Worker	05616	MS-05

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Building/Grounds Laborer	05598	MS-08
Building/Grounds Lead I	05601	MS-10
Building/Grounds Lead II	05602	MS-12
Building/Grounds Maintenance Worker	05613	MS-09
Building/Grounds Supervisor	05605	MS-12
Business Administrative Specialist	05810	MS-14
Business Manager	05815	MS-19
Buyer	05900	MS-19
Buyer Assistant	05905	MS-07
Cannabis Regulator	06000	MS-18
Cannabis Regulator Supervisor	06004	MS-23
Cannabis Regulator Trainee	06005	MS-13
Cancer Registrar I	05951	MS-11
Cancer Registrar II	05952	MS-14
Cancer Registrar III	05953	MS-23
Cancer Registrar Assistant Manager	05954	MS-27
Cancer Registrar Manager	05955	MS-31
Canine Specialist	06500	MS-20
Capital Development Board Account Technician	06515	MS-08
Capital Development Board Art In Architecture Technician	06533	MS-09
Capital Development Board Construction Support Analyst	06520	MS-08
Capital Development Board Media Technician	06525	MS-11
Capital Development Board Project Technician	06530	MS-09
Cartographer III	06673	MS-28
Chaplain I	06901	MS-16
Chaplain II	06902	MS-23
Check Issuance Machine Operator	06920	MS-06
Check Issuance Machine Supervisor	06925	MS-08
Chemist I	06941	MS-14
Chemist II	06942	MS-21
Chemist III	06943	MS-25
Child Development Aide	07184	MS-07
Child Protection Advanced Specialist	07161	MS-21
Child Protection Associate Specialist	07162	MS-14
Child Protection Specialist	07163	MS-19
Child Support Specialist I	07198	MS-14
Child Support Specialist II	07199	MS-16
Child Support Specialist Trainee	07200	MS-09
Child Welfare Administrative Case Reviewer	07190	MS-29
Child Welfare Advanced Specialist	07215	MS-21
Child Welfare Associate Specialist	07216	MS-14

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Child Welfare Court Facilitator	07196	MS-28
Child Welfare Nurse Specialist	07197	MS-22
Child Welfare Senior Specialist	07217	MS-28
Child Welfare Specialist	07218	MS-19
Child Welfare Staff Development Coordinator IV	07204	MS-28
Children and Family Service Intern, Option 1	07241	MS-09
Children and Family Service Intern, Option 2	07242	MS-12
Civil Engineer I	07601	MS-22
Civil Engineer II	07602	MS-26
Civil Engineer III	07603	MS-30
Civil Engineer IV	07604	MS-31
Civil Engineer Trainee	07607	MS-16
Clerical Trainee	08050	MS-01
Clinical Laboratory Associate	08200	MS-05
Clinical Laboratory Phlebotomist	08213	MS-04
Clinical Laboratory Technician I	08215	MS-07
Clinical Laboratory Technician II	08216	MS-09
Clinical Laboratory Technologist I	08220	MS-19
Clinical Laboratory Technologist II	08221	MS-21
Clinical Laboratory Technologist Trainee	08229	MS-11
Clinical Pharmacist	08235	MS-32
Clinical Psychologist	08250	MS-29
Clinical Psychology Associate	08255	MS-19
Clinical Services Supervisor	08260	MS-31
Commerce Commission Police Officer I	08451	MS-18
Commerce Commission Police Officer II	08452	MS-22
Commerce Commission Police Officer Trainee	08455	MS-10
Commerce Commission Police Sergeant	08457	MS-24
Commodities Inspector	08770	MS-08
Communications Dispatcher	08815	MS-06
Communications Equipment Technician I	08831	MS-16
Communications Equipment Technician II	08832	MS-21
Communications Equipment Technician III	08833	MS-23
Communications Systems Specialist	08860	MS-29
Community Management Specialist I	08891	MS-12
Community Management Specialist II	08892	MS-16
Community Management Specialist III	08893	MS-21
Community Planner I	08901	MS-12
Community Planner II	08902	MS-16
Community Planner III	08903	MS-21
Compliance Officer	08919	MS-11

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Computer Evidence Recovery Specialist	08980	MS-32
Conservation Education Representative	09300	MS-09
Conservation Grant Administrator I	09311	MS-19
Conservation Grant Administrator II	09312	MS-23
Conservation Grant Administrator III	09313	MS-28
Conservation Police Lieutenant	09339	MS-23
Conservation Police Officer I	09341	MS-18
Conservation Police Officer II	09342	MS-19
Conservation Police Officer Trainee	09345	MS-06
Conservation Police Sergeant	09347	MS-22
Conservation/Historic Preservation Worker	09317	MS-01
Construction Program Assistant	09525	MS-09
Construction Supervisor	09560	MS-14
Contract Specialist I	09566	MS-08
Contract Specialist II	09567	MS-11
Contract Specialist III	09568	MS-14
Cook I	09601	MS-04
Cook II	09602	MS-07
Correctional Casework Supervisor	09655	MS-25
Correctional Counselor I	09661	MS-12
Correctional Counselor II	09662	MS-16
Correctional Counselor III	09663	MS-21
Correctional Lieutenant	09673	MS-24
Correctional Officer	09675	MS-11
Correctional Officer Trainee	09676	MS-08
Correctional Sergeant	09717	MS-16
Corrections Apprehension Specialist	09750	MS-21
Corrections Assessment Specialist	09758	MS-21
Corrections Clerk I	09771	MS-11
Corrections Clerk II	09772	MS-13
Corrections Clerk III	09773	MS-18
Corrections Command Center Supervisor	09500	MS-32
Corrections Family Services Coordinator	09600	MS-32
Corrections Food Service Supervisor I	09793	MS-13
Corrections Food Service Supervisor II	09794	MS-18
Corrections Food Service Supervisor III	09795	MS-21
Corrections Grounds Supervisor	09796	MS-16
Corrections Identification Supervisor	09800	MS-24
Corrections Identification Technician	09801	MS-13
Corrections Industries Marketing Representative	09803	MS-16
Corrections Industry Lead Worker	09805	MS-16

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Corrections Industry Supervisor	09807	MS-21
Corrections Intelligence Program Unit Manager	09798	MS-31
Corrections Laundry Manager I	09808	MS-18
Corrections Laundry Manager II	09809	MS-20
Corrections Law Library Assistant	09819	MS-11
Corrections Leisure Activities Specialist I	09811	MS-12
Corrections Leisure Activities Specialist II	09812	MS-16
Corrections Leisure Activities Specialist III	09813	MS-21
Corrections Leisure Activities Specialist IV	09814	MS-25
Corrections Locksmith	09818	MS-16
Corrections Maintenance Craftsman	09821	MS-16
Corrections Maintenance Supervisor	09822	MS-20
Corrections Maintenance Worker	09823	MS-12
Corrections Nurse I	09825	MS-20
Corrections Nurse II	09826	MS-25
Corrections Nurse Trainee	09836	MS-16
Corrections Parole Agent	09842	MS-16
Corrections Placement Resources Regional Supervisor	09839	MS-31
Corrections Program Administrator	09849	MS-31
Corrections Psychologist Administrator	09855	MS-32
Corrections Regional Mental Health Services Administrator	09857	MS-32
Corrections Residence Counselor I	09837	MS-13
Corrections Residence Counselor II	09838	MS-20
Corrections Senior Parole Agent	09844	MS-21
Corrections Supply Supervisor I	09861	MS-13
Corrections Supply Supervisor II	09862	MS-18
Corrections Supply Supervisor III	09863	MS-21
Corrections Training Program Supervisor	09860	MS-32
Corrections Transportation Officer I	09871	MS-13
Corrections Transportation Officer II	09872	MS-20
Corrections Treatment Officer	09864	MS-20
Corrections Treatment Officer Supervisor	09865	MS-27
Corrections Treatment Officer Trainee	09866	MS-13
Corrections Treatment Senior Security Supervisor	09867	MS-31
Corrections Unit Superintendent	09868	MS-32
Corrections Utilities Operator	09875	MS-16
Corrections Vocational Instructor	09879	MS-16
Corrections Vocational School Supervisor	09880	MS-20
Court Reporter	09900	MS-12
Court Reporter Supervisor	09903	MS-26
Crime Scene Investigator	09980	MS-25

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Criminal Intelligence Analyst I	10161	MS-19
Criminal Intelligence Analyst II	10162	MS-23
Criminal Intelligence Analyst Specialist	10165	MS-28
Criminal Intelligence Analyst Supervisor	10169	MS-32
Criminal Justice Specialist I	10231	MS-14
Criminal Justice Specialist II	10232	MS-23
Criminal Justice Specialist Trainee	10236	MS-10
Data Processing Administrative Specialist	11415	MS-11
Data Processing Assistant	11420	MS-04
Data Processing Operator	11425	MS-03
Data Processing Operator Trainee	11428	MS-02
Data Processing Specialist	11430	MS-09
Data Processing Supervisor I	11435	MS-08
Data Processing Supervisor II	11436	MS-11
Data Processing Supervisor III	11437	MS-19
Data Processing Technician	11440	MS-06
Data Processing Technician Trainee	11443	MS-04
Day Care Licensing Representative I	11471	MS-14
Day Care Licensing Representative II	11472	MS-19
Deck Hand	11500	MS-15
Dental Assistant	11650	MS-07
Dental Hygienist	11700	MS-11
Dentist I	11751	MS-29
Dentist II	11752	MS-33
Developmental Disabilities Council Program Planner I	12361	MS-09
Developmental Disabilities Council Program Planner II	12362	MS-14
Developmental Disabilities Council Program Planner III	12363	MS-19
Developmental Psychological Services Administrator	12380	MS-32
Dietary Manager I	12501	MS-14
Dietary Manager II	12502	MS-19
Dietitian	12510	MS-12
Disability Appeals Officer	12530	MS-28
Disability Claims Adjudicator I	12537	MS-14
Disability Claims Adjudicator II	12538	MS-19
Disability Claims Adjudicator Trainee	12539	MS-10
Disability Claims Analyst	12540	MS-25
Disability Claims Specialist	12558	MS-21
Disaster Services Planner	12585	MS-21
Document Examiner	12640	MS-28
Drafting Worker	12749	MS-08
Drug Compliance Investigator	12778	MS-31

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Economic Development Representative I	12931	MS-16
Economic Development Representative II	12932	MS-21
Economic Development Representative Trainee	12939	MS-10
Economist Associate	12940	MS-12
Educational Diagnostician	12965	MS-09
Educational Media Program Specialist	12980	MS-16
Educator	13100	MS-26
Educator – Career and Technical	13103	MS-16
Educator – Career and Technical Provisional	13104	MS-15
Educator Aide	13130	MS-08
Educator Intern	13135	MS-10
Electrical Engineer	13180	MS-28
Electroencephalograph Technician	13300	MS-05
Electronic Equipment Installer/Repairer	13340	MS-07
Electronic Equipment Installer/Repairer Lead Worker	13345	MS-09
Electronics Technician	13360	MS-12
Elevator Inspector	13495	MS-21
Elevator Operator	13500	MS-05
Emergency Response Lead Telecommunicator	13540	MS-10
Emergency Response Telecommunicator	13543	MS-08
Employee Benefits Associate	13554	MS-09
Employee Benefits Representative	13555	MS-12
Employee Benefits Specialist	13556	MS-16
Employment Security Field Office Supervisor	13600	MS-23
Employment Security Manpower Representative I	13621	MS-09
Employment Security Manpower Representative II	13622	MS-11
Employment Security Program Representative	13650	MS-11
Employment Security Program Representative – Intermittent	13651	MS-11
Employment Security Service Representative	13667	MS-14
Employment Security Specialist I	13671	MS-11
Employment Security Specialist II	13672	MS-14
Employment Security Specialist III	13673	MS-21
Employment Security Tax Auditor I	13681	MS-16
Employment Security Tax Auditor II	13682	MS-21
End-User Computer Services Specialist I	13691	MS-24
End-User Computer Services Specialist II	13692	MS-28
End-User Computer Systems Analyst	13693	MS-30
Energy and Natural Resources Specialist I	13711	MS-12
Energy and Natural Resources Specialist II	13712	MS-16
Energy and Natural Resources Specialist III	13713	MS-21
Energy and Natural Resources Specialist Trainee	13715	MS-09

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Engineering Technician I	13731	MS-10
Engineering Technician II	13732	MS-13
Engineering Technician III	13733	MS-20
Engineering Technician IV	13734	MS-30
Environmental Engineer I	13751	MS-12
Environmental Engineer II	13752	MS-16
Environmental Engineer III	13753	MS-21
Environmental Engineer IV	13754	MS-28
Environmental Equipment Operator I	13761	MS-09
Environmental Equipment Operator II	13762	MS-11
Environmental Health Specialist I	13768	MS-11
Environmental Health Specialist II	13769	MS-14
Environmental Health Specialist III	13770	MS-19
Environmental Protection Associate	13785	MS-09
Environmental Protection Engineer I	13791	MS-12
Environmental Protection Engineer II	13792	MS-16
Environmental Protection Engineer III	13793	MS-21
Environmental Protection Engineer IV	13794	MS-28
Environmental Protection Geologist I	13801	MS-12
Environmental Protection Geologist II	13802	MS-16
Environmental Protection Geologist III	13803	MS-21
Environmental Protection Legal Investigator I	13811	MS-10
Environmental Protection Legal Investigator II	13812	MS-11
Environmental Protection Legal Investigator Specialist	13815	MS-13
Environmental Protection Specialist I	13821	MS-11
Environmental Protection Specialist II	13822	MS-14
Environmental Protection Specialist III	13823	MS-19
Environmental Protection Specialist IV	13824	MS-28
Environmental Protection Technician I	13831	MS-05
Environmental Protection Technician II	13832	MS-07
Epidemiology Research and Investigation Scientist	13833	MS-29
Equal Pay Specialist	13837	MS-16
Equine Investigator	13840	MS-09
Executive I	13851	MS-19
Executive II	13852	MS-23
Executive Secretary I	14031	MS-08
Executive Secretary II	14032	MS-11
Executive Secretary III	14033	MS-14
Explosives Inspector I	14051	MS-11
Explosives Inspector II	14052	MS-18
Facility Assistant Fire Chief	14430	MS-10

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Facility Fire Chief	14433	MS-13
Facility Fire Safety Coordinator	14435	MS-09
Facility Firefighter	14439	MS-07
Ferry Operator I	14801	MS-18
Ferry Operator II	14802	MS-19
Financial Institutions Examiner I	14971	MS-14
Financial Institutions Examiner II	14972	MS-21
Financial Institutions Examiner III	14973	MS-28
Financial Institutions Examiner Trainee	14978	MS-10
Fingerprint Technician	15204	MS-10
Fingerprint Technician Supervisor	15208	MS-18
Fingerprint Technician Trainee	15209	MS-05
Firearms Eligibility Administrator	15280	MS-32
Firearms Eligibility Analyst I	15371	MS-10
Firearms Eligibility Analyst II	15372	MS-14
Firearms Eligibility Analyst Trainee	15375	MS-08
Fire Certification Specialist I	15281	MS-16
Fire Certification Specialist II	15282	MS-18
Fire Certification Specialist Supervisor	15283	MS-22
Fire Prevention Inspector I	15316	MS-13
Fire Prevention Inspector II	15317	MS-20
Fire Prevention Inspector Trainee	15320	MS-10
Fire Protection Engineer	15340	MS-28
Fire Protection Specialist I	15351	MS-14
Flight Safety Coordinator	15640	MS-28
Florist II	15652	MS-08
Food Services Program Manager	15800	MS-31
Foreign Service Economic Development Executive I	15871	MS-32
Foreign Service Economic Development Executive II	15872	MS-34
Foreign Service Economic Development Representative	15875	MS-30
Forensic Science Administrator I	15911	MS-31
Forensic Science Administrator II	15912	MS-32
Forensic Science Administrator III	15913	MS-33
Forensic Scientist I	15891	MS-19
Forensic Scientist II	15892	MS-23
Forensic Scientist III	15893	MS-28
Forensic Scientist Trainee	15897	MS-12
Gaming Licensing Analyst	17171	MS-12
Gaming Licensing Specialist	17172	MS-16
Gaming Operations Supervisor	17181	MS-33
Gaming Senior Special Agent	17191	MS-29

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Gaming Shift Supervisor	17187	MS-31
Gaming Special Agent	17192	MS-21
Gaming Special Agent Trainee	17195	MS-11
Gaming Unit Supervisor	17201	MS-33
Geographic Information Specialist I	17271	MS-21
Geographic Information Specialist II	17272	MS-29
Geographic Information Trainee	17276	MS-12
Governmental Career Trainee	17325	MS-09
Graduate Pharmacist	17345	MS-23
Graphic Arts Designer	17366	MS-11
Graphic Arts Designer Advanced	17370	MS-14
Graphic Arts Designer Supervisor	17365	MS-19
Graphic Arts Technician	17400	MS-09
Grounds Supervisor	17549	MS-18
Guard I	17681	MS-04
Guard II	17682	MS-06
Guard III	17683	MS-09
Guard Supervisor	17685	MS-11
Guardianship Representative	17710	MS-16
Guardianship Supervisor	17720	MS-24
Habilitation Program Coordinator	17960	MS-16
Handicapped Services Representative I	17981	MS-08
Health Facilities Surveillance Nurse	18150	MS-22
Health Facilities Surveyor I	18011	MS-14
Health Facilities Surveyor II	18012	MS-21
Health Facilities Surveyor III	18013	MS-23
Health Information Associate	18045	MS-07
Health Information Technician	18047	MS-09
Health Services Investigator I	18179	MS-21
Health Services Investigator II, Option A – General	18185	MS-28
Health Services Investigator II, Option C – Pharmacy	18187	MS-32
Hearing and Speech Advanced Specialist	18227	MS-28
Hearing and Speech Associate	18231	MS-19
Hearing and Speech Specialist	18233	MS-23
Hearing and Speech Technician II	18262	MS-06
Hearings Referee	18300	MS-29
Hearings Referee – Intermittent	18301	MS-29
Heavy Construction Equipment Operator	18465	MS-18
Highway Construction Supervisor I	18525	MS-25
Highway Construction Supervisor II	18526	MS-30
Highway Maintainer	18639	MS-18

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Highway Maintenance Lead Worker	18659	MS-18
Historical Actor	18977	MS-14
Historical Documents Conservator	18984	MS-10
Historical Exhibits Designer	18985	MS-12
Historical Library Chief Of Acquisitions	18987	MS-21
Historical Research Editor	19006	MS-11
Historical Research Specialist	19008	MS-23
Housekeeper	19600	MS-03
Human Relations Representative	19670	MS-14
Human Resources Assistant	19690	MS-05
Human Resources Associate	19691	MS-08
Human Resources Trainee	19694	MS-04
Human Rights Investigator I	19774	MS-14
Human Rights Investigator II	19775	MS-19
Human Rights Investigator III	19776	MS-21
Human Rights Investigator Trainee	19768	MS-09
Human Rights Mediation Supervisor	19769	MS-23
Human Rights Mediator	19771	MS-16
Human Rights Specialist I	19778	MS-11
Human Rights Specialist II	19779	MS-14
Human Rights Specialist III	19780	MS-19
Human Services Casework Manager	19788	MS-23
Human Services Caseworker	19785	MS-14
Human Services Grants Coordinator I	19791	MS-11
Human Services Grants Coordinator II	19792	MS-16
Human Services Grants Coordinator III	19793	MS-23
Human Services Grants Coordinator Trainee	19796	MS-09
Human Services Sign Language Interpreter	19810	MS-14
Iconographer	19880	MS-09
Industrial and Community Development Representative I	21051	MS-16
Industrial and Community Development Representative II	21052	MS-21
Industrial Commission Reporter	21080	MS-14
Industrial Commission Technician	21095	MS-08
Industrial Services Consultant I	21121	MS-11
Industrial Services Consultant II	21122	MS-14
Industrial Services Consultant Trainee	21125	MS-08
Industrial Services Hygienist	21127	MS-21
Industrial Services Hygienist Technician	21130	MS-14
Industrial Services Hygienist Trainee	21133	MS-09
Information Services Specialist I	21161	MS-16
Information Services Specialist II	21162	MS-21

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Information Systems Analyst I	21165	MS-25
Information Systems Analyst II	21166	MS-29
Information Systems Analyst III	21167	MS-32
Information Technology/Communications Systems Specialist I	21216	MS-21
Information Technology/Communications Systems Specialist II	21217	MS-31
Information Technology Trainee	21163	MS-12
Inhalation Therapist	21259	MS-05
Inhalation Therapy Supervisor	21260	MS-08
Institutional Maintenance Worker	21465	MS-05
Instrument Designer	21500	MS-19
Insurance Analyst	21571	MS-09
Insurance Analyst Specialist	21572	MS-11
Insurance Analyst Trainee	21566	MS-04
Insurance Company Claims Examiner I	21601	MS-16
Insurance Company Claims Examiner II	21602	MS-21
Insurance Company Field Staff Examiner	21608	MS-14
Insurance Company Financial Examiner Trainee	21610	MS-10
Insurance Financial Specialist	21613	MS-23
Insurance Performance Examiner I	21671	MS-11
Insurance Performance Examiner II	21672	MS-16
Insurance Performance Examiner III	21673	MS-23
Insurance Performance Examiner Trainee	21680	MS-09
Insurance Senior Analyst	21573	MS-14
Intermittent Clerk	21686	MS-02
Intermittent Laborer (Maintenance)	21687	MS-08
Intermittent Unemployment Insurance Representative	21689	MS-09
Intermittent Unemployment Insurance Technician	21690	MS-04
Internal Auditor I	21721	MS-16
Internal Auditor II	21727	MS-23
Internal Auditor Trainee	21726	MS-09
Internal Investigations Principal Evaluation Supervisor	21735	MS-31
Internal Investigations Supervisor	21740	MS-31
Internal Security Investigator I	21731	MS-22
Internal Security Investigator II	21732	MS-28
International Marketing Representative I	21761	MS-11
Janitor I	21951	MS-13
Janitor II	21952	MS-14
Juvenile Justice Chief of Security	21965	MS-31
Juvenile Justice Psychologist Administrator	21967	MS-32
Juvenile Justice School Counselor	21970	MS-26
Juvenile Justice Specialist	21971	MS-20

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Juvenile Justice Specialist Intern	21976	MS-13
Juvenile Justice Supervisor	21980	MS-27
Juvenile Justice Unit Superintendent	21985	MS-32
Juvenile Justice Vocational Instructor	21987	MS-16
Juvenile Justice Youth and Family Specialist Option 1	21991	MS-19
Juvenile Justice Youth and Family Specialist Option 2	21992	MS-23
Juvenile Justice Youth and Family Specialist Supervisor	21995	MS-28
Kidcare Supervisor	22003	MS-23
Labor Conciliator	22750	MS-23
Labor Maintenance Lead Worker	22809	MS-16
Laboratory Assistant	22995	MS-03
Laboratory Associate I	22997	MS-07
Laboratory Associate II	22998	MS-09
Laboratory Equipment Specialist	22990	MS-19
Laboratory Quality Specialist I	23021	MS-21
Laboratory Quality Specialist II	23022	MS-25
Laboratory Research Scientist	23025	MS-29
Laboratory Research Specialist I	23027	MS-21
Laboratory Research Specialist II	23028	MS-25
Laborer (Maintenance)	23080	MS-15
Land Acquisition Agent I	23091	MS-12
Land Acquisition Agent II	23092	MS-19
Land Acquisition Agent III	23093	MS-25
Land Reclamation Specialist I	23131	MS-11
Land Reclamation Specialist II	23132	MS-16
Land Reclamation Specialist Trainee	23137	MS-09
Landscape Architect	23145	MS-28
Landscape Planner	23150	MS-21
Laundry Manager I	23191	MS-10
Law Enforcement Training Administrator	23260	MS-32
Legal Research Assistant	23350	MS-10
Liability Claims Adjuster I	23371	MS-11
Liability Claims Adjuster II	23372	MS-19
Liability Claims Adjuster Trainee	23375	MS-09
Librarian I	23401	MS-14
Librarian II	23402	MS-19
Library Aide I	23421	MS-03
Library Associate	23430	MS-09
Library Technical Assistant	23450	MS-07
Licensed Practical Nurse I	23551	MS-09
Licensed Practical Nurse II	23552	MS-10

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Licensed Practical Nurse – Corrections	23549	MS-12
Licensing Assistant	23568	MS-05
Licensing Investigations Supervisor	23577	MS-32
Licensing Investigator I	23571	MS-10
Licensing Investigator II	23572	MS-13
Licensing Investigator III	23573	MS-15
Licensing Investigator IV	23574	MS-20
Life Sciences Career Trainee	23600	MS-09
Liquor Control Inspector	23741	MS-13
Liquor Control Inspector Trainee	23744	MS-10
Liquor Control Investigator	23753	MS-21
Liquor Control Investigator Trainee	23756	MS-11
Local Housing Advisor I	24031	MS-11
Local Housing Advisor II	24032	MS-14
Local Housing Advisor III	24033	MS-19
Local Revenue and Fiscal Advisor I	24101	MS-12
Local Revenue and Fiscal Advisor II	24102	MS-16
Local Revenue and Fiscal Advisor III	24103	MS-21
Lock and Dam Tender	24290	MS-07
Locksmith	24300	MS-16
Lottery Commodities Distributor II	24402	MS-09
Lottery Drawing Senior Specialist	24413	MS-11
Lottery Drawing Specialist	24410	MS-09
Lottery Regional Coordinator	24504	MS-21
Lottery Sales Representative	24515	MS-14
Lottery Telemarketing Representative	24520	MS-06
Maintenance Equipment Operator	25020	MS-18
Maintenance Worker	25500	MS-16
Management Operations Analyst I	25541	MS-19
Management Operations Analyst II	25542	MS-23
Management Operations Analyst Trainee	25545	MS-12
Management Systems Specialist	25583	MS-25
Manpower Planner I	25591	MS-11
Manpower Planner II	25592	MS-16
Manpower Planner III	25593	MS-23
Manpower Planner Trainee	25597	MS-09
Manuscripts Manager	25610	MS-21
Meat and Poultry Inspector	26070	MS-10
Meat and Poultry Inspector Supervisor	26073	MS-13
Meat and Poultry Inspector Trainee	26075	MS-07
Mechanical Engineer I	26201	MS-12

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Mechanical Engineer II	26202	MS-16
Mechanical Engineer III	26203	MS-21
Medicaid Management Analyst	26301	MS-20
Medicaid Management Intern	26305	MS-13
Medical Administrator I Option C	26400	MS-60
Medical Administrator I Option D	26401	MS-62
Medical Administrator II Option C	26402	MS-61
Medical Administrator II Option D	26403	MS-64
Medical Administrator III	26404	MS-65
Medical Administrator IV	26405	MS-66
Medical Assistance Consultant I	26501	MS-10
Medical Assistance Consultant II	26502	MS-14
Medical Assistance Consultant III	26503	MS-21
Mental Health Administrator I	26811	MS-19
Mental Health Administrator II	26812	MS-23
Mental Health Administrator Trainee	26817	MS-14
Mental Health Program Administrator	26908	MS-63
Mental Health Recovery Support Specialist I	26921	MS-16
Mental Health Recovery Support Specialist II	26922	MS-19
Mental Health Specialist I	26924	MS-09
Mental Health Specialist II	26925	MS-11
Mental Health Specialist III	26926	MS-14
Mental Health Specialist Trainee	26928	MS-08
Mental Health Technician I	27011	MS-04
Mental Health Technician II	27012	MS-05
Mental Health Technician III	27013	MS-06
Mental Health Technician IV	27014	MS-07
Mental Health Technician V	27015	MS-08
Mental Health Technician VI	27016	MS-09
Mental Health Technician Trainee	27020	MS-03
Meteorologist	27120	MS-19
Methods and Procedures Advisor I	27131	MS-11
Methods and Procedures Advisor II	27132	MS-14
Methods and Procedures Advisor III	27133	MS-23
Methods and Procedures Career Associate I	27135	MS-08
Methods and Procedures Career Associate II	27136	MS-09
Methods and Procedures Career Associate Trainee	27137	MS-06
Metrologist Associate	27146	MS-12
Microbiologist I	27151	MS-14
Microbiologist II	27152	MS-21
Microfilm Laboratory Technician I	27175	MS-04

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Microfilm Laboratory Technician II	27176	MS-06
Microfilm Operator I	27181	MS-03
Microfilm Operator II	27182	MS-04
Microfilm Operator III	27183	MS-05
Mine Rescue Station Assistant	28150	MS-07
Motorist Assistance Specialist	28490	MS-05
Museum Theater Systems Technician	28700	MS-12
Narcotics and Currency Unit Supervisor	28750	MS-32
Natural Resources Advanced Specialist	28833	MS-23
Natural Resources Coordinator	28831	MS-12
Natural Resources Coordinator Trainee	28830	MS-09
Natural Resources Education Program Coordinator	28834	MS-23
Natural Resources Grant Coordinator	28835	MS-20
Natural Resources Manager I	28836	MS-23
Natural Resources Manager II	28837	MS-26
Natural Resources Manager III	28838	MS-30
Natural Resources Site Manager I	28841	MS-23
Natural Resources Site Manager II	28842	MS-26
Natural Resources Specialist	28832	MS-19
Natural Resources Technician I	28851	MS-07
Natural Resources Technician II	28852	MS-10
Nursing Act Assistant Coordinator	29731	MS-25
Nutritionist	29820	MS-19
Occupational Therapist	29900	MS-16
Occupational Therapist Program Coordinator	29908	MS-21
Occupational Therapist Supervisor	29910	MS-25
Office Administrative Specialist	29990	MS-09
Office Administrator I	29991	MS-04
Office Administrator II	29992	MS-06
Office Administrator III	29993	MS-08
Office Administrator IV	29994	MS-11
Office Administrator V	29995	MS-12
Office Aide	30005	MS-02
Office Assistant	30010	MS-04
Office Associate	30015	MS-05
Office Clerk	30020	MS-03
Office Coordinator	30025	MS-06
Office Occupations Trainee	30075	MS-01
Office Specialist	30080	MS-08
Oral Health Consultant	30317	MS-19
Paralegal Assistant	30860	MS-11

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Pest Control Operator	31810	MS-07
Pharmacy Lead Technician	32009	MS-06
Pharmacy Manager	32025	MS-33
Pharmacy Services Coordinator	32010	MS-32
Pharmacy Technician	32011	MS-04
Photographer	32080	MS-11
Photographic Technician I	32091	MS-08
Photographic Technician II	32092	MS-11
Photographic Technician III	32093	MS-12
Physical Therapist	32145	MS-16
Physical Therapist Program Coordinator	32153	MS-21
Physical Therapy Aide II	32192	MS-05
Physical Therapy Aide III	32193	MS-08
Physician	32200	MS-36
Physician Assistant	32210	MS-27
Physician Specialist – Option A	32221	MS-37
Physician Specialist – Option B	32222	MS-38
Physician Specialist – Option C	32223	MS-61
Physician Specialist – Option D	32224	MS-63
Physician Specialist – Option E	32225	MS-65
Plant and Pesticide Specialist I	32501	MS-15
Plant and Pesticide Specialist II	32502	MS-20
Plant and Pesticide Specialist Supervisor	32506	MS-20
Plumbing Consultant	32910	MS-28
Plumbing Inspector	32915	MS-22
Podiatrist	32960	MS-11
Police Lieutenant	32977	MS-31
Police Officer I	32981	MS-15
Police Officer II	32982	MS-20
Police Officer III	32983	MS-24
Police Training Specialist	32990	MS-16
Polygraph Examiner I	33001	MS-20
Polygraph Examiner II	33002	MS-24
Polygraph Examiner III	33003	MS-28
Polygraph Examiner Trainee	33005	MS-12
Portable Scales Coordinator	33020	MS-21
Portable Scales Operator	33021	MS-18
Portable Scales Operator Trainee	33022	MS-14
Portable Scales Senior Operator	33023	MS-20
Power Shovel Operator	33360	MS-18
Private Secretary I	34201	MS-14

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Private Secretary II	34202	MS-18
Procurement Representative	34540	MS-06
Products and Standards Inspector	34603	MS-11
Products and Standards Inspector Trainee	34605	MS-09
Program Integrity Auditor I	34631	MS-14
Program Integrity Auditor II	34632	MS-21
Program Integrity Auditor Trainee	34635	MS-09
Project Designer	34725	MS-21
Property and Supply Clerk I	34791	MS-03
Property and Supply Clerk II	34792	MS-04
Property and Supply Clerk III	34793	MS-05
Property Consultant	34900	MS-12
Psychologist Associate	35626	MS-12
Psychologist I	35611	MS-16
Psychologist II	35612	MS-23
Psychologist III	35613	MS-28
Psychology Intern	35660	MS-15
Public Administration Intern	35700	MS-11
Public Aid Eligibility Assistant	35825	MS-05
Public Aid Investigator	35870	MS-21
Public Aid Investigator Trainee	35874	MS-11
Public Aid Lead Casework Specialist	35880	MS-16
Public Aid Program Quality Analyst	35890	MS-21
Public Aid Quality Control Reviewer	35892	MS-16
Public Aid Quality Control Supervisor	35900	MS-21
Public Aid Staff Development Specialist I	36071	MS-12
Public Aid Staff Development Specialist II	36072	MS-16
Public Aid Staff Development Specialist III	36073	MS-22
Public Health Educator	36430	MS-21
Public Health Educator Associate	36434	MS-11
Public Health Program Specialist I	36611	MS-11
Public Health Program Specialist II	36612	MS-14
Public Health Program Specialist III	36613	MS-21
Public Health Program Specialist Trainee	36615	MS-09
Public Information Coordinator	36750	MS-19
Public Information Officer III	37003	MS-21
Public Information Officer IV	37004	MS-25
Public Safety Drug Screening Specialist	37006	MS-16
Public Safety Inspector	37007	MS-14
Public Safety Inspector Trainee	37010	MS-07
Public Service Executive	37017	MS-31

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Public Service Supervisor	37016	MS-28
Race Track Maintainer I	37551	MS-10
Race Track Maintainer II	37552	MS-12
Radiologic Technologist	37500	MS-08
Radiologic Technologist Chief	37505	MS-17
Radiologic Technologist Program Coordinator	37507	MS-09
Railroad Safety Specialist I	37601	MS-21
Railroad Safety Specialist II	37602	MS-25
Railroad Safety Specialist III	37603	MS-29
Railroad Safety Specialist IV	37604	MS-32
Ranger	37725	MS-10
Real Estate Investigator	37730	MS-21
Real Estate Professions Examiner	37760	MS-28
Recreation Worker I	38001	MS-09
Recreation Worker II	38002	MS-11
Refrigeration and Air Conditioning Repairer	38119	MS-12
Registered Nurse – Advanced Practice	38135	MS-26
Registered Nurse I	38131	MS-18
Registered Nurse II	38132	MS-22
Rehabilitation Case Coordinator I	38141	MS-05
Rehabilitation Case Coordinator II	38142	MS-07
Rehabilitation Counselor	38145	MS-16
Rehabilitation Counselor Aide I	38155	MS-06
Rehabilitation Counselor Aide II	38156	MS-08
Rehabilitation Counselor Senior	38158	MS-21
Rehabilitation Counselor Trainee	38159	MS-12
Rehabilitation Services Advisor I	38176	MS-23
Rehabilitation Workshop Instructor I	38192	MS-05
Rehabilitation Workshop Instructor II	38193	MS-09
Rehabilitation Workshop Supervisor I	38194	MS-09
Rehabilitation Workshop Supervisor II	38195	MS-11
Rehabilitation Workshop Supervisor III	38196	MS-14
Rehabilitation/Mobility Instructor	38163	MS-21
Rehabilitation/Mobility Instructor Trainee	38167	MS-12
Reimbursement Officer I	38199	MS-11
Reimbursement Officer II	38200	MS-14
Reproduction Service Supervisor I	38201	MS-10
Reproduction Service Technician I	38203	MS-03
Reproduction Service Technician II	38204	MS-06
Reproduction Service Technician III	38205	MS-08
Research Economist	38209	MS-18

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Research Fellow, Option B	38211	MS-19
Research Scientist I	38231	MS-10
Research Scientist II	38232	MS-14
Research Scientist III	38233	MS-23
Resident Physician	38270	MS-15
Residential Care Program Supervisor I	38271	MS-22
Residential Care Worker	38277	MS-09
Residential Care Worker Trainee	38279	MS-05
Resource Planner I	38281	MS-16
Resource Planner II	38282	MS-21
Resource Planner III	38283	MS-28
Retirement Benefits Representative	38313	MS-09
Retirement Benefits Representative Supervisor	38314	MS-11
Retirement Benefits Representative Trainee	38316	MS-07
Retirement System Benefits Technician I	38321	MS-11
Retirement System Benefits Technician II	38322	MS-21
Retirement System Disability Specialist	38310	MS-21
Revenue Audit Supervisor	38369	MS-32
Revenue Auditor I	38371	MS-14
Revenue Auditor II	38372	MS-21
Revenue Auditor III	38373	MS-28
Revenue Auditor Trainee	38375	MS-09
Revenue Collection Officer I	38401	MS-12
Revenue Collection Officer II	38402	MS-16
Revenue Collection Officer III	38403	MS-21
Revenue Collection Officer Trainee	38405	MS-09
Revenue Computer Audit Specialist	38425	MS-29
Revenue Senior Special Agent	38557	MS-29
Revenue Special Agent	38558	MS-21
Revenue Special Agent Trainee	38565	MS-11
Revenue Tax Specialist I	38571	MS-09
Revenue Tax Specialist II	38572	MS-11
Revenue Tax Specialist III	38573	MS-16
Revenue Tax Specialist Trainee	38575	MS-07
Safety Responsibility Analyst	38910	MS-09
Safety Responsibility Analyst Supervisor	38915	MS-11
School Psychologist	39200	MS-21
Security Guard I	39851	MS-13
Security Guard II	39852	MS-14
Security Officer	39870	MS-10
Security Officer Chief	39875	MS-13

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Security Officer Lieutenant	39876	MS-11
Security Officer Sergeant	39877	MS-10
Security Therapy Aide I	39901	MS-10
Security Therapy Aide II	39902	MS-11
Security Therapy Aide III	39903	MS-13
Security Therapy Aide IV	39904	MS-16
Security Therapy Aide Trainee	39905	MS-06
Seed Analyst I	39951	MS-09
Seed Analyst II	39952	MS-10
Seed Analyst Trainee	39953	MS-07
Senior Ranger	40090	MS-11
Sex Offender Registration Unit Supervisor	40700	MS-33
Sex Offender Therapist I	40531	MS-16
Sex Offender Therapist II	40532	MS-21
Shift Supervisor	40800	MS-31
Sign Hanger	40900	MS-16
Sign Hanger Foreman	40910	MS-18
Sign Shop Foreman	41000	MS-12
Silk Screen Operator	41020	MS-17
Site Assistant Superintendent I	41071	MS-12
Site Assistant Superintendent II	41072	MS-16
Site Interpreter	41090	MS-07
Site Interpretive Coordinator	41093	MS-10
Site Security Officer	41115	MS-06
Site Services Specialist I	41117	MS-12
Site Services Specialist II	41118	MS-16
Site Superintendent I	41211	MS-20
Site Superintendent II	41212	MS-25
Site Superintendent III	41213	MS-29
Site Technician I	41131	MS-07
Site Technician II	41132	MS-09
Small Engine Mechanic	41150	MS-10
Social Service Aide I	41281	MS-05
Social Service Aide II	41282	MS-08
Social Service Aide Trainee	41285	MS-03
Social Service Community Planner	41295	MS-08
Social Service Consultant I	41301	MS-19
Social Service Consultant II	41302	MS-21
Social Service Program Planner I	41311	MS-12
Social Service Program Planner II	41312	MS-16
Social Service Program Planner III	41313	MS-23

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Social Service Program Planner IV	41314	MS-28
Social Services Career Trainee	41320	MS-09
Social Worker I	41411	MS-16
Social Worker II	41412	MS-21
Social Worker III	41413	MS-23
Social Worker IV	41414	MS-28
Social Worker Intern	41430	MS-15
Special Education Resources Coordinator	41680	MS-26
Staff Development Specialist I	41771	MS-19
Staff Development Technician I	41781	MS-09
Staff Development Technician II	41782	MS-12
Staff Pharmacist	41787	MS-31
State Mine Inspector	42230	MS-21
State Mine Inspector-At-Large	42240	MS-31
State Police Crime Information Evaluator	41801	MS-08
State Police Evidence Technician I	41901	MS-09
State Police Evidence Technician II	41902	MS-10
State Police Field Specialist I	42001	MS-19
State Police Field Specialist II	42002	MS-23
State Police Inspector	42100	MS-33
Statistical Research Specialist I	42741	MS-09
Statistical Research Specialist II	42742	MS-11
Statistical Research Specialist III	42743	MS-16
Statistical Research Supervisor	42745	MS-23
Statistical Research Technician	42748	MS-08
Storage Tank Safety Specialist	43005	MS-19
Storekeeper I	43051	MS-11
Storekeeper II	43052	MS-12
Storekeeper III	43053	MS-13
Stores Clerk	43060	MS-03
Student Intern	43190	MS-01
Student Worker	43200	MS-01
Supervising Vehicle Testing Compliance Officer	43680	MS-22
Support Service Coordinator I	44221	MS-07
Support Service Coordinator II	44222	MS-09
Support Service Lead	44225	MS-04
Support Service Worker	44238	MS-03
Switchboard Chief Operator	44410	MS-11
Switchboard Operator I	44411	MS-03
Switchboard Operator II	44412	MS-04
Switchboard Operator III	44413	MS-06

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Technical Advisor Advanced Program Specialist	45256	MS-31
Technical Advisor I	45251	MS-19
Technical Advisor II	45252	MS-23
Technical Advisor III	45253	MS-29
Technical Manager I	45261	MS-18
Telecommunications Specialist	45295	MS-12
Telecommunications Supervisor	45305	MS-23
Telecommunications Systems Analyst	45308	MS-16
Telecommunications Systems Technician I	45312	MS-07
Telecommunications Systems Technician II	45313	MS-10
Telecommunications Systems Technician Trainee	45314	MS-05
Telecommunicator	45321	MS-09
Telecommunicator – Command Center	45316	MS-10
Telecommunicator Call Taker	45322	MS-11
Telecommunicator Lead Call Taker	45323	MS-14
Telecommunicator Lead Specialist	45327	MS-16
Telecommunicator Lead Worker	45324	MS-11
Telecommunicator Lead Worker – Command Center	45318	MS-12
Telecommunicator Specialist	45326	MS-12
Telecommunicator Trainee	45325	MS-07
Terrorism Research Specialist I	45371	MS-19
Terrorism Research Specialist II	45372	MS-23
Terrorism Research Specialist III	45373	MS-28
Terrorism Research Specialist Trainee	45375	MS-11
Transportation Officer	45830	MS-11
Truck Weighing Inspector	46100	MS-10
Unemployment Insurance Adjudicator I	47001	MS-08
Unemployment Insurance Adjudicator II	47002	MS-10
Unemployment Insurance Adjudicator III	47003	MS-12
Unemployment Insurance Revenue Analyst I	47081	MS-12
Unemployment Insurance Revenue Analyst II	47082	MS-16
Unemployment Insurance Revenue Specialist	47087	MS-10
Unemployment Insurance Special Agent	47096	MS-19
Utility Engineer I	47451	MS-20
Utility Engineer II	47452	MS-24
Vehicle Compliance Inspector	47570	MS-15
Vehicle Emission Compliance Inspector	47580	MS-10
Vehicle Emission Compliance Supervisor	47583	MS-12
Vehicle Emission Quality Assurance Auditor	47584	MS-10
Vehicle Permit Evaluator	47585	MS-08
Veterans Educational Specialist	47686	MS-28

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Veterans Employment Representative I	47701	MS-11
Veterans Employment Representative II	47702	MS-14
Veterans Employment Representative III	47703	MS-20
Veterans Nursing Assistant – Certified	47750	MS-05
Veterans Service Officer	47800	MS-11
Veterans Service Officer Associate	47804	MS-10
Veterinarian I	47901	MS-19
Veterinarian II	47902	MS-23
Veterinarian III	47903	MS-25
Veterinary Consumer Safety Officer	47911	MS-20
Veterinary Pathologist	47916	MS-29
Veterinary Supervisor I	47917	MS-25
Veterinary Supervisor II	47918	MS-26
Vision/Hearing Consultant I	47941	MS-14
Vision/Hearing Consultant II	47942	MS-23
Vision/Hearing Consultant III	47943	MS-25
Vital Records Quality Control Inspector	48000	MS-10
Vocational Instructor	48200	MS-09
Volunteer Services Coordinator I	48481	MS-10
Volunteer Services Coordinator II	48482	MS-14
Volunteer Services Coordinator III	48483	MS-19
Wage Claims Specialist	48770	MS-06
Warehouse Claims Specialist	48780	MS-22
Warehouse Examiner	48881	MS-13
Warehouse Examiner Specialist	48882	MS-18
Warehouse Examiner Supervisor	48786	MS-20
Waterways Construction Supervisor I	49061	MS-14
Waterways Construction Supervisor II	49062	MS-19
Weatherization Specialist I	49101	MS-11
Weatherization Specialist II	49102	MS-16
Weatherization Specialist III	49103	MS-23
Weatherization Specialist Trainee	49105	MS-09
Well Inspector I	49421	MS-11
Well Inspector II	49422	MS-18
Well Inspector Specialist	49424	MS-24
Well Inspector Trainee	49425	MS-09
Workers Compensation Insurance Compliance Investigator	49640	MS-23

NOTE: Effective January 1, 2008, the merit compensation grade 12 in the Personnel Code [20 ILCS 415/8b.18(a) and (b) and 8b.19(a) and (b)] that formerly was indicated by MC-12 is MS-32.

(Source: Amended at 47 Ill. Reg. 722, effective January 4, 2023)

Section 310.415 Merit Compensation Salary Range Assignments

- a) Emergency, Temporary or Provisional Positions – When a position is allocated to a title only assigned to a bargaining unit pay grade and the agency is to appoint an employee to the position on an Emergency (80 Ill. Adm. Code 302.150(b)), Temporary (80 Ill. Adm. Code 302.150(c)) or Provisional (80 Ill. Adm. Code 302.150(d)) basis, a merit compensation salary range to be used for the position shall be assigned to the title as approved by the Director. The approval of the merit compensation salary range assignment shall be after comparing the highest maximum base salary within the bargaining unit pay grade assigned the title with the maximum base salary in the merit compensation salary range that is not more than the highest maximum base salary within the bargaining unit pay grade and after considering the merit compensation salary ranges assigned to other titles in the same classification series and the merit compensation salary ranges assigned to other titles assigned the same bargaining unit pay grade. The titles and their merit compensation salary range assignments from the previous and anticipated fiscal years shall be listed in the Section 310.410 proposed amendments to the Pay Plan for adoption at the beginning of each fiscal year.
- b) Trainee Program Titles – When a classification is established as a Trainee Program (80 Ill. Adm. Code 302.170), the merit compensation salary range assigned to the Trainee Program title shall be approved by the Director. The approval shall be based on the recommendation of the agency head where the Trainee Program is established, comparison of the salary ranges assigned to other Trainee Program titles, and the maximum base salary in the recommended merit compensation salary range normally being less than the in-hire rate or the minimum base salary of the targeted classification title for which training is being conducted.
- c) Positions excluded from bargaining unit representation by the Illinois Labor Relations Board – When a position is allocated to a title only assigned to a bargaining unit pay grade and the agency or the position is excluded from bargaining unit representation by the ILRB, a merit compensation salary range to be used for the position shall be assigned to the title as approved by the Director. The approval of the merit compensation salary range assignment shall be made using the provisions in subsection (a) if the title is not a Trainee Program title or subsection (b) if the title is a Trainee Program title.

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

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Section 310.420 Objectives

The principal objectives of the Merit Compensation System are:

- a) To provide for recognition of and reward for differences in individual employee performance.
- b) To provide standard methods and procedures for establishing and applying rates of pay.
- c) To insure internal equity and consistency within and between departments and agencies at all locations of the state.
- d) To establish and maintain fair and competitive salary ranges consistent with the economic interests of the State of Illinois.

Section 310.430 Responsibilities

- a) It shall be the responsibility of each agency head:
 - 1) To cause, within the agency, full compliance with all provisions of the Merit Compensation System.
 - 2) To submit promptly all proper and required personnel actions with justifications or other notices of changes affecting employee pay or pay status.
- b) It shall be the responsibility of the Department of Central Management Services:
 - 1) To develop procedures and techniques as required for the implementation and for the standardization of the application of the Merit Compensation System.
 - 2) To develop and maintain classification standards and salary range rankings for all positions subject to the System.
 - 3) To review and approve employees' rates of pay and personnel changes for compliance with established policy and procedures.

Section 310.440 Merit Compensation Salary Schedule

- a) The Merit Compensation Salary Schedule attached at the end of the Pay Plan as Appendix D is hereby made a part of the Merit Compensation System.

- b) The Salary Schedule shall consist of a series of salary ranges, each composed of a minimum and maximum rate.

(Source: Amended at 34 Ill. Reg. 9759, effective July 1, 2010)

Section 310.450 Procedures for Determining Annual Merit Increases and Bonuses

- a) Definitions –
 - 1) Annual Merit Increase – An annual merit increase is an in-range salary adjustment for demonstrated performance.
 - 2) Annual Merit Bonus – An annual merit bonus is a percentage of the employee's annualized base salary that is paid once for demonstrated performance and separately from the base salary.
- b) Eligibility Conditions– Eligibility for an annual merit increase and bonus shall be determined by the following conditions:
 - 1) 12 Months Creditable Service or from the Last Officially Scheduled Performance Review and Performance Review Discussion – Each employee will be eligible for a performance review: after attaining 12 months creditable service if new to the position; if continually in the one position for longer than 12 months from the last officially scheduled performance review (80 Ill. Adm. Code 302.270(d)); if continually in the one Trainee Program (80 Ill. Adm. Code 302.170) position for 12 months and each subsequent 12 months in the same position; if continually in the one position which is Personnel Code [20 ILCS 415] Section 4(d) exempt or otherwise partially, Jurisdiction B, exempt from the Personnel Code and each subsequent 12 months in the same position; if the combined time in the position and in a completed interim assignment is longer than 12 months from the last officially scheduled performance review; or if in interim assignment and the employee's creditable service date is 12 months or more ago, the employee shall return from a leave to serve in interim assignment for the employee's Performance Review and discussion. The employee's immediate supervisor shall prepare a Merit Compensation and Performance System form prior to the Performance Review Date or if the employee just returned from a leave to serve in interim assignment for the purpose of receiving the Performance Review, the employee's immediate supervisor shall prepare a Merit Compensation and Performance System form on the date the employee returned with input from the employee's immediate supervisor while in interim

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assignment. The employee's immediate supervisor shall discuss the results with the employee.

- 2) Guidechart Category Amount, Salary Range Maximum in Relation to Base Salary Increase and Current Base Salary –
 - A) Annual Merit Increase – Should the performance review result in the employee not being eligible for an annual merit increase due to provisions of Section 310.450(d), or should the employee's base rate be at the maximum rate of pay of the salary range assigned to the employee's position, the employee will not be eligible for an annual merit increase until 12 months of additional creditable service has been accrued. (Interim Assignment Pay shall never be used to determine eligibility for an annual merit increase.)
 - B) Annual Merit Bonus – Should the performance review result in the employee not being eligible for an annual merit bonus due to provisions of Section 310.450(d), the employee will not be eligible for an annual merit bonus until 12 months of additional creditable service has been accrued. (Interim Assignment Pay shall never be used to determine eligibility for an annual merit bonus.)
- c) Immediate Supervisor Determination of Performance Category – Based upon the results of the performance review, the employees' immediate supervisor shall determine whether the employee's performance warrants or does not warrant an annual merit increase and bonus.
- d) Amount Restrictions – The amount of an annual merit increase and bonus recommendation shall be determined by use of the Merit Increase and Bonus Guidechart of Section 310.540 if the employee's performance review has on the Performance Review Date been evaluated at a Category 3 or higher level. An employee whose performance review has on the Performance Review Date been evaluated at Category 4 shall not receive an increase in the present base salary or a bonus. However, in no event is the resulting salary to be lower than the minimum or higher than the maximum rate of pay of the respective salary range assigned to the employee's position. (Interim Assignment Pay shall never be used to determine an annual merit increase or bonus.) (Effective July 1, 2009, annual merit increases and bonuses are suspended, and annual merit performance reviews continue.)
- e) Immediate Supervisor Indication of Eligibility and Amount– The employee's immediate supervisor shall prepare a Performance Certification and Merit Increase Recommendation form indicating whether or not the employee is eligible

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for an annual merit increase and bonus and the amounts thereof. (Effective July 1, 2009, annual merit increases and bonuses are suspended, and annual merit performance reviews continue.)

- f) Review and Approval – The employee's immediate supervisor shall forward the completed Merit Compensation and Performance System and Performance Certification and Merit Increase Recommendation forms to the agency head or a designated authority for review and approval.
- g) Effective Date and New Creditable Service Date – The annual merit increase and bonus shall become effective the first day of the month in which the employee's Performance Review Date occurs. The employee's new creditable service date shall be the first day of the month in which the employee's Performance Review Date occurred or would have occurred if the employee had not been in interim assignment on that date.

(Source: Amended at 33 Ill. Reg. 14944, effective October 26, 2009)

Section 310.455 Intermittent Merit Increase (Repealed)

(Source: Repealed at 34 Ill. Reg. 9759, effective July 1, 2010)

Section 310.456 Merit Zone (Repealed)

(Source: Repealed at 20 Ill. Reg. 15018, effective November 7, 1996)

Section 310.460 Other Pay Increases

- a) Promotion – Normally, upon promotion, an employee shall be advanced in salary by an amount not more than 5% of the current base salary. In no event is the resulting salary to be lower than the minimum rate of the salary range to which the employee is being promoted or greater than the maximum of the new salary range. Upon promotion the employee shall receive a new creditable service date. Agencies, boards and commissions shall review the anticipated starting salary range before making a salary offer to a State government candidate for promotion and consider offering less than a 5% increase for a promotion. Any deviation from the 5% maximum, except when the resulting salary is the minimum rate of the salary range, is a special salary adjustment (see Section 310.470).
- b) Reallocation – Upon reallocation, an employee shall be advanced in salary to a rate of pay that is the equivalent of 5% above the current base salary. However, in no event is the resulting salary to be lower than the minimum rate or higher than the maximum rate of the new salary range. A reallocation will not affect the

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creditable service date of the employee, unless an increase of 10% or greater is provided to move the employee to the minimum salary of the new title. The reallocation shall not change the creditable service date.

- c) **Reevaluation** – If a higher salary range is assigned to a class, the employee occupying a position in the class normally shall be advanced the equivalent of 5% of the current base salary. However, in no event is the resulting salary to be lower than the minimum or higher than the maximum rate of the new salary range. The creditable service date of an employee will not be changed due to the reevaluation of the class the employee occupies, unless an increase of 10% or greater is provided to move the employee to the minimum salary of the new range. The reevaluation shall not change the creditable service date.
- d) **Separation and Subsequent Appointment** – Upon separation from a position of a given class and appointment within four calendar days to a position in a higher salary range, an increase shall be given under the conditions and requirements applicable to promotions (see subsection (a)).
- e) **Reclassification** – If the class to which the position is being moved has a higher salary range, the employee occupying the position shall be advanced the equivalent of 5% of the current base salary. However, in no event is the resulting salary to be lower than the minimum or higher than the maximum rate of the new salary range. The creditable service date of the employee will not be changed due to the reclassification of the position the employee occupies, unless an increase of 10% or greater is provided to move the employee to the minimum salary of the new range.

(Source: Amended at 44 Ill. Reg. 6859, effective April 16, 2020)

Section 310.470 Adjustment

An employee may receive an upward adjustment in base salary for the purpose of correcting a previous error or oversight or when the best interests of the agency and the State of Illinois will be served. Adjustments shall have the prior approval of the Director. An adjustment at the time of entrance into State government requires supporting documentation in the candidate's CMS employment application. An adjustment at the time substantial additional duties and responsibilities are added to a position allocated to a broad-band title requires that the substantial additional duties and responsibilities be documented on an updated position description and reflected on the organization chart. In determining the appropriateness of a request for a salary adjustment by an employing agency, the Director will consider whether the need for the adjustment is substantial, whether the action is consistent with the treatment of other similar situations, and whether the action is equitable in view of the particular circumstances prompting the request. The approval of an adjustment at the time of entrance into State government is

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based on the candidate's documented directly-related education and experience exceeding the minimum requirements in the class specification, staffing needs and requirements of the employing agency, and labor market influences on the recruitment for the position classification or position. The adjustment shall not change the creditable service date.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.480 Decreases in Pay

Employees subject to this Part shall have their salaries reduced only as specified in this Section. Any reduction in salary shall become effective on the first day of the month following approval of the reduction.

- a) Demotion for Cause to a Lower Class – If the employee's current base salary is within the lower salary range, it shall be retained without change, but shall be reduced to the maximum of the lower salary range if in excess of that maximum. An employee demoted during a probationary period following promotion will have the base salary reduced to the same salary the employee received before being promoted and the previous creditable service date will be restored.
- b) Position Reallocated to a Lower Class – If the employee's current base salary is within the lower salary range, it shall be retained without change, but shall be reduced to the maximum of the lower salary range if in excess of that maximum. However, as provided in Section 8(a) of the Personnel Code, the pay of an employee whose position is reallocated because of duties and responsibilities after appointment to that position shall not be required to be lowered to a salary within the range for a period of one year. The reallocation shall not change the creditable service date.
- c) Voluntary Reduction to a Lower Class – If the employee's current base salary is within the lower salary range, it shall be retained without change, but shall be reduced to the maximum of the lower salary range if in excess of that maximum. However, an employee who voluntarily requests a reduction during a probationary period following a promotion will have the base salary reduced to the same salary in the lower salary range from which the employee was promoted and the previous creditable service date will be restored.
- d) Assignment of a Lower Salary Range to a Class – If the employee's current base salary is within the lower salary range, it shall be retained without change, but shall be reduced to the maximum of the lower salary range if in excess of that maximum. The reevaluation shall not change the creditable service date.

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- e) Adjustment – An employee may receive a downward adjustment in base salary for the purpose of correcting a previous error or oversight or when the best interest of the agency or the State of Illinois will be served. Adjustments must have the prior approval of the Director in writing. In determining the appropriateness of a request for a salary adjustment by an employing agency, the Director will consider whether the need for the adjustment is substantial, whether the action is consistent with the treatment of other similar situations, and whether the action is equitable in view of the particular circumstances prompting the request. The adjustment shall not change the creditable service date.
- f) Reclassification – If the employee's current base salary is within the lower salary range, it shall be retained without change. If the employee's current base salary is higher than the maximum of the lower salary range, the base salary shall be reduced to the maximum of the lower salary range. As provided in Section 8(a) of the Personnel Code, the base salary shall not be lowered to a salary within the range for a period of one year.

(Source: Amended at 44 Ill. Reg. 12146, effective July 13, 2020)

Section 310.490 Other Pay Provisions

- a) Transfer – Upon assignment of an employee to a vacant position in a class with the same salary range as the class for the position being vacated, the employee's base salary will not be changed. Upon separation and subsequent appointment to a position in the same salary range, no increase in salary will be given. Any deviation from no change to the employee's base salary is a special salary adjustment (see Section 310.470).
- b) Entrance Base Salary – Each agency shall not request current or past wage or salary at any location (website, form or process) . If a candidate inadvertently or voluntarily, without prompting, discloses the candidate's current wage or salary history, including benefits or other compensation, the agency shall not consider or rely on the information in a current or future salary offer and shall disregard the information. In-hire rates assigned to trainee program classifications are the entrance base salary (see Section 310.47).
- 1) When the new-to-State-government candidate only meets the minimum of the classification requirements, the entrance base salary is the lowest salary in the anticipated starting salary range, the anticipated starting salary, or the in-hire rate.
- 2) Qualifications Above Minimum Requirements –

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- A) For Other Than Trainee Classification Titles When the Candidate is New to State Government – For other than trainee classification titles when the candidate is new to State government, State agencies shall not seek, request or require a candidate's current wage or salary history. Agencies shall not use a candidate's current wage or salary history to screen applicants or request or require current wage or salary history information as a condition for being considered for employment or for an offer of employment. Agencies shall stop the verification of a candidate's current wage or salary history. When the new-to-State-government candidate exceeds the minimum of the classification requirements, the entrance base salary is the in-hire rate, the anticipated starting salary, within the anticipated starting salary range, or the rate resulting from a special salary request that is pre-approved by the Department. The anticipated starting salary and the selected new-to-State-government candidate's qualifications shall inform the entrance base salary offer. The qualifications that shall be considered are documented education and experience directly-related to the position description and exceeding the minimum requirements on the class specification. The agency shall tell the new-to-State-government candidate not to disclose his or her current wage or salary history. The new-to-State-government applicant may discuss his or her salary expectations for the position being filled. If the tentatively accepted offer is not the in-hire rate, anticipated starting salary, or within the anticipated starting salary range, the agency shall complete a Special Salary Request-New Employee form (CMS-163) identifying both the pre-established anticipated starting salary and the justification for hiring the selected candidate at the tentatively offered and accepted higher starting salary.
- B) For Other Than Trainee Classification Titles in Which the Current State Government Employee is a Candidate for a Position Subject to the Personnel Code – For other than trainee classification titles in which the current State government employee is a candidate for a position subject to the Personnel Code, if a candidate possesses directly-related education and experience in excess of the minimum requirements of the class specification, the employing agency may offer the candidate an entrance base salary that is not more than 5% above the candidate's current base salary. Any deviation from the 5% maximum is a special salary adjustment (see Section 310.470).

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- 3) Area Differential – For positions where additional compensation is required because of dissimilar economic or other conditions in the geographical area in which the positions are established, a higher entrance salary may be authorized by the Director. Present employees receiving less than the new rate of pay shall be advanced to the new rate.
- c) Geographical Transfer – Upon geographical transfer from or to an area for which additional compensation has been authorized, an employee will receive an adjustment to the appropriate salary level for the new geographical area of assignment, effective the first day of the month following the date of assignment.
- d) Differential and Overtime Pay – An eligible employee may have an amount added to the base salary for a given pay period for work performed in excess of the normal requirements for the position and work schedule, as follows:
 - 1) Shift Differential Pay – An employee may be paid an amount in addition to the base salary for work performed on a regularly scheduled second or third shift. The additional compensation will be at a rate and in a manner approved by the Director. The Director will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.
 - 2) Overtime Pay –
 - A) Eligibility – The Director shall maintain a listing of classes of positions subject to the provisions of the Merit Compensation System that are eligible for overtime compensation. Classes in salary ranges MS-23 and below are eligible for straight-time overtime unless exceptions are determined by the Director or federal guidelines. Employees in these classes of positions who are assigned and perform work in excess of the normal work schedule as established by the agency shall be compensated at a straight-time rate on either a cash or compensatory time-off basis for all hours worked in excess of a normal work week. Overtime in less than one-half hour increments per day shall not be accrued. Classes in MS-24 and above are not eligible for overtime unless required by federal regulation or approved by the Director. Exceptions must be requested by the employing agency and will be determined on the basis of the special nature of the situation, a substantial need to provide overtime compensation and a significant number of hours worked beyond the normal work

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schedule, and will be granted only for a specified time period for which the special situation is expected to exist.

- B) Compensatory Time – Employees who are eligible for compensatory time may request such time, which may be granted by the agency at its discretion, considering, among other things, its operating needs. Compensatory time shall be taken within the fiscal year it was earned at a time convenient to the employee and consistent with the operating needs of the agency. Compensatory time shall be accrued at the rate in which it is earned (straight time or time and a half), but shall not exceed 120 hours in any fiscal year. Compensatory time approved for non-union employees will be earned after 40 actual work hours in a workweek. Compensatory time not used by the end of the fiscal year in which it was earned shall be liquidated and paid in cash at the rate it was earned. Time spent in travel outside the normal work schedule shall not be accrued as compensatory time except as provided by the Federal Fair Labor Standards Act. At no time are overtime hours or compensatory time to be transferred from one agency to another agency.
- e) Equivalent Earned Time –
- 1) Eligibility – Employees who are non-union, exempt under the Federal Fair Labor Standards Act, and in positions not eligible for overtime compensation may receive equivalent earned time for hours worked in excess of the hours per week indicated in the approved work schedule (see 80 Ill. Adm. Code 303.300(c)) assigned to the employee.
 - 2) Accrual –
 - A) Employees who are eligible for equivalent earned time shall request that time before working in excess of the hours per week indicated in the approved work schedule assigned to the employee. Requests for equivalent earned time may be granted by the agency at its discretion, considering its operating needs. Equivalent earned time shall be accrued at straight time only to a maximum of 240 hours at any time.
 - B) Equivalent earned time will accrue in no less than one-quarter hour increments. Time spent in travel outside the normal work schedule shall not be counted toward accrual of equivalent earned time.

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- 3) Compensation – Any approved equivalent earned time shall be taken at a time convenient to the employee and consistent with the operating needs of the agency. The equivalent earned time may be taken in increments of not less than one-quarter hour after a minimum use of one-half hour any time after it is earned. At no time is equivalent earned time to be converted into cash payment. Equivalent earned time may transfer from one agency to another at the discretion of the agency head of the agency to which the employee is moving.
- f) Part-Time Work – Part-time employees whose base salary is other than an hourly or daily basis shall be paid on a daily rate basis computed by dividing the annual rate of salary by the total number of work days in the year.
- g) Lump Sum Payment – Lump sum payment shall be provided for accrued vacation, sick leave and unused compensatory overtime at the current base rate to those employees separated from employment under the Personnel Code. Leaves of absence and temporary layoff (per 80 Ill. Adm. Code 302.510) are not separations and therefore lump sum payments cannot be given in these transactions. Methods of computation are explained in Section 310.520(a).

AGENCY NOTE: The method to be used in computing lump sum payment for accrued vacation, sick leave and unused compensatory overtime for an incumbent entitled to shift differential during the regular work hours will be to use the current base salary plus the shift differential pay. Sick leave earned prior to January 1, 1984 and after December 31, 1997 is not compensable. Sick leave earned and not used between January 1, 1984 and December 31, 1997 will be compensable at the current base daily rate times one-half of the total number of compensable sick days.

- h) Salary Treatment upon Return from Leave –
 - 1) An employee returning from Military Leave (80 Ill. Adm. Code 302.220 and 303.170), Peace Corps Leave (80 Ill. Adm. Code 302.230), Service-Connected Disability Leave (80 Ill. Adm. Code 303.135), Educational Leave (80 Ill. Adm. Code 302.215), Disaster Service Leave With Pay (80 Ill. Adm. Code 303.175), Disaster Service Leave With Pay – Terrorist Attack (80 Ill. Adm. Code 303.176), Family Responsibility Leave (80 Ill. Adm. Code 303.148), leave to accept a temporary, emergency, provisional, exempt (80 Ill. Adm. Code 303.155) or trainee position, leave to serve in domestic peace or job corps (80 Ill. Adm. Code 302.230), or leave to serve in an interim assignment will have the employee's salary established as determined appropriate by the employing agency and approved by the Director. However, in no event is the resulting salary to

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be lower than the minimum rate or higher than the maximum rate of the salary range. Creditable service date will be maintained.

- 2) An employee returning to the employee's former salary range from any other leave (not mentioned in subsection (h)(1)) of over 14 days will be placed at the salary which the employee received prior to the leave and the creditable service date will be extended by the duration of the leave.
- i) Employees in classes that are made subject to the Merit Compensation System will retain their current salary, except that in no event is the resultant salary to be lower than the minimum rate or higher than the maximum rate of the new salary range.
- j) Temporary Bilingual Pay – When Required to Use Second Language Ability – Employees who are bilingual or have the ability to use sign language, Braille, or another second language (e.g., Spanish) and whose job descriptions do not require that they do so shall be paid temporary bilingual pay when required to perform duties requiring the ability. The temporary bilingual pay received is prorated based on 5% or \$100 per month, whichever is greater, in addition to the employee's base rate.
- k) Salary Treatment Upon Reemployment –
 - 1) Upon the reemployment of an employee in a class with the same salary range as the class for the position held before layoff, the employee will be placed at the same salary as held at the time of the layoff, and the employee's creditable service date will be adjusted to reflect that time on layoff does not count as creditable service time.
 - 2) Upon the reemployment of an employee in a class at a lower salary range than the range of the class for the position held before layoff, the employee will be placed at the same salary as held at the time of layoff, except that if this exceeds the maximum of the new range, the employee will be placed at that maximum salary. The creditable service date will be adjusted to reflect that time on layoff does not count as creditable service time.
- l) Reinstatement –
 - 1) For Former State Employees Subject to the Personnel Code Who Had Intervening Employment Outside of State Government – Former State employees subject to the Personnel Code who had intervening employment outside of State government shall be paid under the

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conditions and requirements applicable to entrance base salary (see subsections (b), (b)(1) and (b)(2)(A)).

- 2) For Former State Employees Subject to the Personnel Code Who Had No Intervening Employment or Only Had Intervening State Government Employment – For former State employees subject to the Personnel Code who had no intervening employment or only had intervening State government employment, the salary upon reinstatement should not provide more than a 5% increase over the candidate's current base salary or exceed the salary rate held in the position in which previously certified without prior approval of the Director. In no event is the resulting salary to be lower than the minimum rate or higher than the maximum rate of the salary range. Any deviation from the 5% maximum, except when the resulting salary is the minimum rate of the salary range, is a special salary adjustment (see Section 310.470).
- m) Bilingual Pay – Individual positions whose job descriptions require the use of sign language, Braille, or another second language (e.g., Spanish) shall receive 5% or \$100 per month, whichever is greater, in addition to the employee's base rate.
- n) Clothing or Equipment Allowance – An employee may be paid an amount in addition to the employee's base salary to compensate for clothing or equipment that is required in the performance of assigned duties. The amount will be determined by the Director of the employing agency, and will require approval of the Director of Central Management Services. The Director of Central Management Services will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstance.
- o) Interim Assignment Pay – This subsection explains interim assignment pay as applied to certified non-bargaining unit employees in a merit compensation (including broad-band) position assigned to perform on a full-time interim basis and be accountable for the higher-level duties and responsibilities of the non-bargaining unit (merit compensation, including broad-band) position. On the effective date of the employee's interim assignment (see 80 Ill. Adm. Code 302.150(j)), the employee shall receive an adjustment as if the employee received a promotion into the higher range. When assigned to the merit compensation position, the adjustment is an amount not more than 5% of the employee's current base salary. In no event is the resulting salary to be lower than the minimum rate or greater than the maximum rate of the salary range to which the employee is being assigned. Upon interim assignment, the employee's creditable service date shall not change. Any deviation from the 5% maximum, except when the

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resulting salary is the minimum rate of the salary range, is a special salary adjustment (see Section 310.470).

- p) International Differential Pay – For positions with a headquarters outside of the United States, a differential shall be made once a month to the base salary of the employee residing outside the United States to compensate for a change in the currency exchange rate.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.495 Broad-Band Pay Range Classes

Broad-band pay range classes shall be covered by all provisions of the Merit Compensation System except for the provisions identified in the following subsections:

- a) Salary Range – The salary range for broad-band classes shall be as set out in Appendix G.
- b) Entrance Base Salary – Each agency shall not request current or past wage or salary at any location (website, form or process). If a candidate inadvertently or voluntarily, without prompting, discloses the candidate's current wage or salary history, including benefits or other compensation, the agency shall not consider or rely on the information in a current or future salary offer and shall disregard the information. In-hire rates assigned to trainee program classifications are the entrance base salary (see Section 310.47).
 - 1) When the new-to-State-government candidate only meets the minimum of the classification requirements, the entrance base salary is the lowest salary in the anticipated starting salary range, the anticipated starting salary, or the in-hire rate.
 - 2) Qualifications Above Minimum Requirements –
 - A) For Other Than Trainee Classification Titles When the Candidate is New to State Government – For other than trainee classification titles when the candidate is new to State government, State agencies shall not seek, request or require a candidate's current wage or salary history. Agencies shall not use a candidate's current wage or salary history to screen applicants or request or require current wage or salary history information as a condition for being considered for employment or for an offer of employment. Agencies shall stop the verification of a candidate's current wage or salary history. When the new-to-State-

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government candidate exceeds the minimum of the classification requirements, the entrance base salary is the in-hire rate, the anticipated starting salary, within the anticipated starting salary range, or the rate resulting from a special salary request that is pre-approved by the Department. The anticipated starting salary and the selected new-to-State-government candidate's qualifications shall inform the entrance base salary offer. The qualifications that shall be considered are documented education and experience directly-related to the position description and exceeding the minimum requirements on the class specification. The agency shall tell the new-to-State-government candidate not to disclose his or her current wage or salary history. The new-to-State-government applicant may discuss his or her salary expectations for the position being filled. If the tentatively accepted offer is not the in-hire rate, anticipated starting salary, or within the anticipated starting salary range, the agency shall complete a Special Salary Request-New Employee form (CMS-163) identifying both the pre-established anticipated starting salary and the justification for hiring the selected candidate at the tentatively offered and accepted higher starting salary.

- B) For Other Than Trainee Classification Titles in Which the Current State Government Employee is a Candidate for a Position Subject to the Personnel Code – For other than trainee classification titles in which the current State government employee is a candidate for a position subject to the Personnel Code, if a candidate possesses directly-related education and experience in excess of the minimum requirements of the class specification, the employing agency may offer the candidate an entrance base salary that is not more than 5% above the candidate's current base salary. Any deviation from the 5% maximum is a special salary adjustment (see Section 310.470).
- c) Salary Adjustment for Substantial Additional Duties and Responsibilities within the Same Position or for Transfer to Another Position with Substantial Additional Duties and Responsibilities in the Same Title – An upward salary adjustment that is not more than 5% above the employee's current base salary in a broad-band position classification may be made by the employing agency where the employee's position has been given substantial additional duties and responsibilities but will remain in the same classification or where the employee transfers to another position with substantial additional duties and responsibilities in the same broad-band class. Any deviation from the 5% maximum is a special

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salary adjustment (see Section 310.470). The salary adjustment shall not change the creditable service date.

- d) Movement between Salary Systems – Salary treatment on movement of an employee between one position in the broad-band class series and another position outside of the broad-band class series will be as recommended by the employing agency and approved by the Director of Central Management Services.
- e) Salary Treatment upon Initial Placement of Positions in Other Occupational Broad-Band Classes – For the purpose of establishing salary treatment upon initial placement of positions, it is necessary to determine the "lowest corresponding Merit Compensation grade". The Merit Compensation range with a minimum salary closest to, but not lower than, that of the broad-band range minimum is known as the "lowest corresponding Merit Compensation grade".
 - 1) The incumbent of a position with a current salary range maximum equal to or greater than the maximum of the "lowest corresponding Merit Compensation grade" will be placed in the broad-band range with no change in salary.
 - 2) The incumbent of a position with a current salary range maximum less than the maximum of the "lowest corresponding Merit Compensation grade" will be placed in the broad-band range with a 5% increase in current base salary. However, in no event shall the resulting salary be lower than the minimum or higher than the maximum rate of the new salary range. The creditable service date of an employee will not be changed unless an increase of 10% or greater is provided to move the employee to the minimum of the new range.
- f) Pay Treatment upon Illinois Labor Relations Board State Panel Revocation of Certification of Representation by a Bargaining Unit – Upon the Illinois Labor Relations Board (ILRB) State Panel issuing a Revocation of Certification of representation by a bargaining unit when an agreement exists between the bargaining unit and the State assigning pay, effective the date of the issuance, the position is subject to the jurisdiction of the Merit Compensation System (Section 310.410) and assigned to the broad-band salary range assigned to the position's classification (Appendix G), and may receive an immediate downward adjustment in base salary (Section 310.480(e)).

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.500 Definitions

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The following are definitions of certain terms and are for purposes of clarification as they affect the Merit Compensation System only.

"Adjustment in Salary" – A change in salary occasioned by previously committed error or oversight, or required in the best interest of the agency or the state as defined in Sections 310.470 and 310.480.

"Agency" means an agency (e.g., Department, Board, Commission, etc.) of Illinois State government whose employees are subject to this Part.

"Anticipated Starting Salary" – A position-specific rate or range within the salary range assigned to the classification title to which the position being filled is allocated and based on the value of the work to be performed in the position description. The anticipated starting salary is published in the posting of a position opening. When valuing the work to be performed in the position description, agencies shall consider questions based on the factors located in Section 310.470. The factors are: is the valuation consistent with the treatment of other similar situations; is the valuation equitable in view of the particular circumstances; what are the staffing needs and requirements of the employing agency; and are there labor market influences on recruitment for the classification or position. Some of the questions to be considered are: how are others in this title in the agency compensated; how many staff does the position supervise; what is the scope of the position's area of responsibility; is the position similar to positions at other agencies and, if so, how are those employees compensated; what types of subordinates report to the position and how are they compensated; does this position require a license that is difficult to obtain; has the agency unsuccessfully attempted to fill the position and, if so, how many times; and if the position has private sector counterparts, how are they compensated? This is a non-exhaustive list of factors and questions for agencies to consider when developing an anticipated starting salary.

"Base Salary" – The dollar amount of pay of an employee as determined under the provisions of the Merit Compensation System. Base salary does not include commission, incentive pay, bilingual pay, longevity pay, overtime pay, shift differential pay or deductions for time not worked.

"Bilingual Pay" – The dollar amount per month, or percentage of the employee's monthly base salary, paid in addition to the employee's base salary when the individual position held by the employee has a job description that requires the use of sign language, Braille, or another second language (e.g., Spanish), or that requires the employee to be bilingual.

"Classification" – The classification established by the Department and approved

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by the Civil Service Commission based on Section 8a(1) of the Personnel Code and to which one or more positions are allocated based upon similarity of duties performed, responsibilities assigned and conditions of employment. Classification may be abbreviated to "class" and referred to by its title or title code.

"Class Specification" – The document comprising the title, title code, effective date, distinguishing features of work, illustrative examples of work and desirable requirements.

"Creditable Service" – All service in full or regularly scheduled part-time pay status beginning with the date of initial employment or the effective date of the last in-range or promotional salary increase. Reevaluations (Sections 310.460(c) and 310.480(d)), reallocations (Sections 310.460(b) and 310.480(b)), adjustments (Sections 310.470, 310.480(e) and 310.495(c)) and interim assignments (Section 310.490(o)) shall not change the creditable service date.

"Comparable Classes" – Two or more classes that are in the same salary range.

"Demotion" – The assignment for cause of an employee to a vacant position in a class in a lower salary range than the former class.

"Department" or "CMS" means the Department of Central Management Services.

"Differential" – The additional compensation added to the base salary of an employee resulting from conditions of employment imposed during the normal schedule of work.

"Director" means the Director of the Department of Central Management Services.

"Entrance Base Salary" – The initial base salary assigned to an employee upon entering State service.

"In-hire Rate" – An in-hire rate is a minimum rate for a class that is above the normal minimum of the range, as approved by the Director after a review of competitive market starting rates for similar classes.

"Maximum Rate of Pay" – The highest rate of pay for a given salary range.

"Minimum Rate of Pay" – The lowest rate of pay for a given salary range. Normally the minimum rate of pay represents the salary to be paid a qualified

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employee who is appointed to a position in a class assigned to a given salary range.

"Option" – The denotation of directly-related education, experience and/or knowledge, skills and abilities required to qualify for the position allocated to the classification. The requirements may meet or exceed the requirements indicated in the class specification. The following options are for the Public Service Administrator classification and have a broad-banded salary range assigned:

- 1 = General Administration/Business/Marketing/Labor/Personnel
- 2 = Fiscal Management/Accounting/Budget/Internal Audit/Insurance/Financial
- 2B = Financial Regulatory
- 2C = Economist
- 3 = Management Information System/Data Processing/Telecommunications
- 3J = Java Application Developer
- 3N = Networking
- 4 = Physical Sciences/Environment
- 6 = Health and Human Services
- 6C = Health Statistics
- 6D = Health Promotion/Disease Prevention
- 6E = Laboratory Specialist
- 6F = Infectious Disease
- 6G = Disaster/Emergency Medical Services
- 6H = Illinois Council on Developmental Disabilities Program Specialist
- 7 = Law Enforcement/Correctional
- 7A = Sworn Law Enforcement
- 8A = Special License – Architect License
- 8B = Special License – Boiler Inspector License
- 8C = Special License – Certified Public Accountant
- 8D = Special License – Federal Communications Commission License/National Association of Business and Educational Radio
- 8E = Special License – Engineer (Professional)
- 8F = Special License – Federal Aviation Administration Medical Certificate/First Class
- 8G = Special License – Clinical Professional Counselor
- 8H = Special License – Environmental Health Practitioner

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- 8I = Special License – Professional Land Surveyor License
- 8J = Special License - Registered American Dietetic Association/Public Health Food Sanitation Certificate/Licensed Dietitian
- 8K = Special License – Licensed Psychologist
- 8L = Special License – Law License
- 8N = Special License – Registered Nurse License
- 8O = Special License – Occupational Therapist License
- 8P = Special License – Pharmacist License
- 8Q = Special License – Religious Ordination by Recognized Commission
- 8R = Special License – Dental Hygienist
- 8S = Special License – Social Worker/Clinical Social Worker
- 8T = Special License – Professional Educator License and Administrative Endorsement
- 8U = Special License – Physical Therapist License
- 8V = Special License – Audiologist License
- 8W = Special License – Speech-Language Pathologist License
- 8Y = Special License – Plumbing License
- 8Z = Special License – Special Metrologist Training
- 9A = Special License – Certified Internal Auditor
- 9B = Special License – Certified Information Systems Auditor
- 9C = Special License – Landscape Architect
- 9D = Special License – Certified Real Estate Appraisal License
- 9G = Special License – Registered Professional Geologist License

The following options are for the Senior Public Service Administrator classification and have a broad-banded salary range assigned:

- 1 = General Administration/Business/Marketing/Labor/Personnel
- 2 = Fiscal Management/Accounting/Budget/Internal Audit/Insurance/Financial
- 2A = Revenue Audit Field Manager
- 2B = Financial Regulatory
- 2C = Economist
- 3 = Management Information System/Data Processing/Telecommunications
- 4 = Physical Sciences/Environment
- 5 = Agriculture/Conservation
- 6 = Health and Human Services

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- 6H = Illinois Council on Developmental Disabilities Program Policy
- 7 = Law Enforcement/Correctional
- 7A = Sworn Law Enforcement
- 8A = Special License – Architect License
- 8B = Special License – Boiler Inspector License
- 8C = Special License – Certified Public Accountant/Certified Internal Auditor
- 8D = Special License – Dental License
- 8E = Special License – Engineer (Professional)
- 8F = Special License – Clinical Professional Counseling
- 8G = Special License – Geologist
- 8H = Special License – Environmental Health Practitioner
- 8I = Special License – Illinois Auctioneer License
- 8K = Special License – Licensed Psychologist
- 8L = Special License – Law License (Illinois)
- 8M = Special License – Veterinary Medicine License
- 8N = Special License – Registered Nurse License (Illinois)
- 8O = Special License – Occupational Therapist License
- 8P = Special License – Pharmacist License
- 8Q = Special License – Nursing Home Administrator License
- 8R = Special License – Real Estate Broker License
- 8S = Special License – Social Worker/Clinical Social Worker
- 8T = Special License – Professional Educator License and Administrative Endorsement
- 8U = Special License – Landscape Architect
- 8Z = Special License – Certified Real Estate Appraisal License

Other classification titles contain an option and the option also may denote differences in the distinguishing features of work indicated in the classification specification. The classification titles containing an option are:

- Children and Family Service Intern, Option 1
- Children and Family Service Intern, Option 2
- Health Services Investigator I, Option A – General
- Health Services Investigator II, Option A – General
- Health Services Investigator II, Option C – Pharmacy
- Juvenile Justice Youth and Family Specialist Option 1
- Juvenile Justice Youth and Family Specialist Option 2
- Medical Administrator I Option C
- Medical Administrator I Option D
- Medical Administrator II Option C

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Medical Administrator II Option D

Physician Specialist – Option A

Physician Specialist – Option B

Physician Specialist – Option C

Physician Specialist – Option D

Physician Specialist – Option E

Research Fellow, Option B

"Performance Review" – The required review of an employee's on-the-job performance as measured by a specific set of criteria.

"Performance Review Date" – The date on which the annual merit increase and bonus shall be made effective if a performance review indicates it is appropriate. Actual performance review procedures are to be completed prior to the effective date of any recommendation to allow sufficient time for the records to be processed by the originating agency.

"Promotion" – The appointment of an employee, with the approval of the agency and the Department of Central Management Services, to a vacant position in a class in a higher salary range than the former class.

"Reallocation" – A position action in which gradual changes in a single position's assigned duties and responsibilities accumulate and result in the assignment of the position to another class.

"Reclassification" – A position action that occurs subsequent to approval of a new or revised classification by the Civil Service Commission and results in the assignment of a position or positions to a different class.

"Reevaluation" – The assignment of a different salary range to a class of positions based upon a change in relation to other classes or to the labor market.

"Salary Range" – The dollar values encompassed by the minimum and maximum rates of pay of a salary range assigned to a class title.

"Transfer" – The assignment of an employee to a vacant position in a class having the same salary range.

"Work Year" – That period of time determined by the agency and filed with the Department in accordance with 80 Ill. Adm. Code 303.300.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.510 Conversion of Base Salary to Pay Period Units (Repealed)

(Source: Repealed at 26 Ill. Reg. 17374, effective November 25, 2002)

Section 310.520 Conversion of Base Salary to Daily or Hourly Equivalents

For purposes of determining the hourly or daily equivalent of a base salary, the following methods of computation shall apply:

- a) Payment for Vacation and Overtime Credits – A daily (hourly) equivalent shall be determined by converting the base salary to an annual salary and dividing the result by the number of days (hours) usually worked in a year, according to the agency's normal work schedule as filed with the Department.
- b) Payment for Fractional Part of a Specific Pay Period – In those instances in which an employee is to be compensated at a rate that represents a number of work days (hours) that is less than the actual number of work days (hours) in the pay period, the formula to be used is: monthly rate divided by two equals pay period rate; pay period rate divided by days (hours) scheduled equals daily (hourly) rate; daily (hourly) rate multiplied by days (hours) worked equals gross amount earned.
- c) Part-Time Work – Part-time employees whose base salary is other than an hourly or daily basis shall be paid on a daily rate basis which will be computed from annual rates of salary and the total number of work days in the year.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.530 Implementation

- a) The salary schedules for the Merit Compensation System will continue as set forth in Appendices D and G (Pay Plan).
- b) The Merit Increase and Bonus Guidechart as set forth in Section 310.540 (Pay Plan).
- c) The Fiscal Year 2023 Merit Compensation Cost-of-Living Adjustment as set forth in Section 310.550 (Pay Plan).

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.540 Annual Merit Increase and Bonus Guidechart

Effective July 1, 2009

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Category	Definition	Increase	Bonus
Category 1	Exceptional	\$0	0%
Category 2	Accomplished	\$0	0%
Category 3	Acceptable	\$0	0%
Category 4	Unacceptable	\$0	0%

(Source: Amended at 33 Ill. Reg. 14944, effective October 26, 2009)

Section 310.550 Fiscal Year 2023 Merit Compensation Cost-of-Living Adjustment

Effective July 1, 2022, each current merit compensation (includes broad-band) State employee shall receive a 3.95% cost-of-living adjustment to the employee's base salary. No temporary, emergency or provisional employee shall receive the cost-of-living adjustment. The Department will program the cost-of-living adjustment automatically. No agency action will be required.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.560 Merit Incentive Program (Repealed)

(Source: Repealed at 44 Ill. Reg. 6859, effective April 16, 2020)

Section 310.570 Gain Sharing Program (Repealed)

(Source: Repealed at 44 Ill. Reg. 6859, effective April 16, 2020)

SUBPART D: FROZEN NEGOTIATED-RATES-OF-PAY DUE TO FISCAL YEAR
APPROPRIATIONS AND EXPIRED SALARY SCHEDULES IN COLLECTIVE
BARGAINING UNIT AGREEMENTS

Section 310.600 Jurisdiction (Repealed)

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.610 Pay Schedules (Repealed)

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.620 In-Hiring Rate (Repealed)

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(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.630 Definitions (Repealed)

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.640 Increases in Pay (Repealed)

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.650 Other Pay Provisions (Repealed)

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.660 Effective Date (Repealed)

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.670 Negotiated Rate (Repealed)

(Source: Repealed at 37 Ill. Reg. _____, effective _____)

Section 310.680 Trainee Rate (Repealed)

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.690 Educator Schedule for Frozen RC-063 and Frozen HR-010 (Repealed)

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE A RC-104 (Conservation Police Supervisors, Illinois Fraternal Order of Police Labor Council)**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>
Conservation Police Sergeant	09347	RC-104	Q
Conservation Police Lieutenant	09339	RC-104	Q

NOTES: Satisfactory Performance Increase (Step Increase) – For Steps 1 through 7, employees shall receive a step increase to the next higher step upon satisfactory completion of twelve months of creditable service in the step and within the position classification, including successor title changes not involving pay grade changes.

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In-Hire Rate – Effective July 31, 2019, new bargaining unit members, regardless of their current rank, shall be hired at 33% of the differential between a Conservation Police Officer II and the new member's new rank at the appropriate longevity level. Upon successful completion of 18 months of service, the new member shall be paid 66% of the rank differential between a Conservation Police Officer II and the new member's new rank at the appropriate longevity level. Upon completion of 36 months of service, the new member shall be paid 100% of the rank differential between a Conservation Police Officer II and the new member's new rank at the appropriate longevity level.

Longevity Bonus – Employees shall receive longevity bonuses at the beginning of the 9, 10, 12.5, 14, 15, 17.5, 20, 21, 22.5 and 25 years of service.

Effective July 1, 2022

Title	S T E P S						
	1	2	3	4	5	6	7
Conservation Police Sergeant	6,268	6,588	6,906	7,230	7,564	7,919	8,103
Conservation Police Lieutenant	6,512	6,846	7,177	7,512	7,860	8,228	8,419

Longevity Bonus Rates

Title	9 Yrs	10 Yrs	12.5 Yrs	14 Yrs	15 Yrs	17.5 Yrs	20 Yrs	21 Yrs	22.5 Yrs	25 Yrs
Conservation Police Sergeant	8,287	8,763	8,980	9,249	9,519	9,958	10,433	10,531	11,021	11,531
Conservation Police Lieutenant	8,610	9,105	9,332	9,610	9,888	10,347	10,839	10,944	11,449	11,982

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE B VR-706 (Assistant Automotive Shop Supervisors, Automotive Shop Supervisors and Meat and Poultry Inspector Supervisors, Laborers' – ISEA Local #2002)**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>
Assistant Automotive Shop Supervisor	01565	VR-706	B

SUBTITLE B

Automotive Shop Supervisor	03749	VR-706	B
Meat and Poultry Inspector Supervisor	26073	VR-706	B

NOTES: Sub-Steps – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after April 1, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 per month increases effective July 1, 2020 and July 1, 2021.

General Increases – The pay rates for all bargaining unit positions shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Step Increases – Upon satisfactory completion of 12 months creditable service in a step, employees shall receive a step increase to the next higher step.

Longevity Pay – Effective July 1, 2013, an employee on Step 8, having 10 years of continuous service and three years creditable service at Step 8, shall be paid an additional \$50 per month. An employee with 15 years continuous services and three years of creditable service at Step 8 shall receive an additional \$75 per month.

Effective July 1, 2022

<u>Title</u>	STEPS										
	<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
Assistant Automotive Shop Supervisor	4482	4628	4773	4838	4981	5125	5268	5410	5554	5699	5843
Automotive Shop Supervisor	5501	5679	5859	5955	6140	6328	6515	6704	6890	7079	7264
Meat and Poultry Inspector Supervisor	4734	4889	5041	5114	5335	5548	5758	5981	6317	6445	6508

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE C RC-056 (Site Superintendents and Departments of Veterans' Affairs, Natural Resources, Human Services and Agriculture and Historic Preservation Agency Managers, IFPE)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
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SUBTITLE B

Agricultural Executive	00800	RC-056	20
Agricultural Land and Water Resources Supervisor	00811	RC-056	21
Natural Resources Education Program Coordinator	28834	RC-056	20
Natural Resources Grant Coordinator	28835	RC-056	19
Natural Resources Manager I	28836	RC-056	20
Natural Resources Manager II	28837	RC-056	22
Natural Resources Manager III	28838	RC-056	24
Natural Resources Site Manager I	28841	RC-056	20
Natural Resources Site Manager II	28842	RC-056	22
Plant and Pesticide Specialist Supervisor	32506	RC-056	19
Security Officer Chief (See Note)	39875	RC-056	16
Security Officer Lieutenant (See Note)	39876	RC-056	14
Site Superintendent I	41211	RC-056	19
Site Superintendent II	41212	RC-056	21
Site Superintendent III	41213	RC-056	23
Veterinary Consumer Safety Officer	47911	RC-056	19
Veterinary Pathologist	47916	RC-056	23
Veterinary Supervisor I	47917	RC-056	21
Veterinary Supervisor II	47918	RC-056	22
Warehouse Examiner Supervisor	48786	RC-056	19

NOTES: Step Increases – Employees who have not attained Step 8 shall receive a step increase to the next step upon satisfactory completion of 12 months of creditable service.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Sub-Step Increases – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after July 1, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 per month increases effective July 1, 2020 and July 1, 2021.

Pension Formula Change – An employee newly hired to a position that was previously covered by the alternative formula for pension benefits prior to January 1, 2011 and, effective January 1, 2011, is covered by the standard formula for pension benefits (see the Illinois Pension Code [40 ILCS 5/1-160(g) and 14-110(b)]) shall

SUBTITLE B

be placed on the Pay Plan Code B salary grade assigned to the classification to which the position is allocated. An employee newly hired is an employee hired on or after January 1, 2011 who has never been a member of the State Employees' Retirement System (SERS) or any other reciprocal retirement system. Other reciprocal retirement systems are the Chicago Teachers' Pension Fund, County Employees' Annuity and Benefit Fund of Cook County, Forest Preserve District Employees' Annuity and Benefit Fund of Cook County, General Assembly Retirement System (GARS), Illinois Municipal Retirement Fund (IMRF), Judges Retirement System (JRS), Laborers' Annuity and Benefit Fund of Chicago, Metropolitan Water Reclamation District Retirement Fund, Municipal Employees Annuity and Benefit Fund of Chicago, State Universities Retirement System (SURS) and Teachers' Retirement System of the State of Illinois (TRS).

Longevity Pay – Effective July 1, 1998, the Step 7 rate shall be increased \$50 per month for those employees (non-sworn) who attain 15 years of service and have three or more years of creditable service on Step 7 in the same pay grade. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees (non-sworn) who attain 10 years of service and have three or more years of creditable service at Step 8 in the same pay grade. Effective July 1, 2010, the Step 8 rate shall be increased \$75 per month for those employees (non-sworn) who attain 15 years of service and have three or more years of creditable service on Step 8. Effective July 1, 2013, the Step 8 rate shall be increased \$75 per month for those employees (non-sworn) who attain 10 years of service and have three or more years of creditable service at Step 8 in the same pay grade. Effective July 1, 2013, the Step 8 rate shall be increased \$100 per month for those employees (non-sworn) who attain 15 years of service and have three or more years of creditable service on Step 8.

Effective July 1, 2022
Bargaining Unit: RC-056

Pay Grade	Pay Plan Code	S T E P S										
		<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
14	B	4193	4327	4465	4520	4698	4901	5082	5274	5582	5692	5922
14	Q	4370	4511	4653	4713	4903	5118	5309	5514	5833	5948	6188
16	B	4587	4736	4885	4951	5170	5386	5610	5834	6179	6305	6560
16	Q	4786	4941	5097	5170	5404	5628	5863	6100	6460	6721	6992
19	B	5348	5521	5694	5788	6061	6343	6613	6887	7302	7445	7745
20	B	5644	5828	6012	6113	6399	6704	6993	7284	7727	7878	8194
21	B	5960	6154	6349	6462	6774	7088	7413	7722	8204	8369	8701

SUBTITLE B

22	B	6301	6506	6711	6836	7167	7508	7856	8182	8689	8865	9218
23	B	6683	6900	7120	7256	7629	7991	8361	8722	9268	9454	9832
24	B	6895	7120	7345	7489	7878	8256	8637	9021	9558	9775	10165

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE D HR-001 (Teamsters Local #700)

Title	Title Code	Bargaining Unit	Pay Plan Code	Monthly	Hourly	Effective Date
Highway Maintainer (Snowbirds)	18639	HR-001	Q	4850	27.87	July 1, 2022

NOTES: Definition of Snowbirds – Snowbirds are all seasonal, salaried, full-time Highway Maintainers whose primary function is snow removal.

Effective July 1, 2022 HR-001

Title	Title Code	Pay Plan Code	75%		80%		85%		90%		95%		Full Scale	
			Mo.	Hr.	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.
Building Services Worker	05616	B	3305	18.99	3524	20.25	3744	21.52	3965	22.79	4185	24.05	4405	25.32
Elevator Operator	13500	B	3371	19.37	3596	20.67	3822	21.97	4047	23.26	4270	24.54	4496	25.84
Elevator Operator – Assistant Starter	13500	B	3416	19.63	3643	20.94	3872	22.25	4099	23.56	4326	24.86	4554	26.17
Elevator Operator – Starter	13500	B	3437	19.75	3666	21.07	3894	22.38	4124	23.70	4352	25.01	4581	26.33

SUBTITLE B

Grounds Supervisor	17549	B	5006	28.77	5341	30.70	5674	32.61	6007	34.52	6342	36.45	6675	38.36
Grounds Supervisor (DHS – Chicago Read)	17549	B	5188	29.82	5533	31.80	5879	33.79	6225	35.78	6571	37.76	6918	39.76
Grounds Supervisor (DHS – Supervisor Tractor Trailer)	17549	B	5436	31.24	5798	33.32	6160	35.40	6522	37.48	6885	39.57	7247	41.65
Heavy Construction Equipment Operator (Regular – RG)	18465	Q	5307	30.50	5660	32.53	6014	34.56	6368	36.60	6721	38.63	7076	40.67
Heavy Construction Equipment Operator (Bridge Crew – BC)	18465	Q	5383	30.94	5741	32.99	6100	35.06	6459	37.12	6818	39.18	7177	41.25
Highway Maintainer (Regular – RG)	18639	Q	5196	29.86	5544	31.86	5889	33.84	6236	35.84	6582	37.83	6928	39.82
Highway Maintainer (Bridge Crew – BC)	18639	Q	5275	30.32	5628	32.34	5980	34.37	6330	36.38	6682	38.40	7034	40.43
Highway Maintainer (Drill Rig – DR)	18639	Q	5307	30.50	5660	32.53	6014	34.56	6368	36.60	6721	38.63	7076	40.67
Highway Maintainer (Emergency Patrol – EP)	18639	Q	5309	30.51	5663	32.55	6018	34.59	6370	36.61	6725	38.65	7079	40.68

SUBTITLE B

Highway Maintenance Lead Worker (Regular – RG)	18659	Q	5341	30.70	5695	32.73	6052	34.78	6409	36.83	6764	38.87	7121	40.93
Highway Maintenance Lead Worker (Bridge Crew – BC)	18659	Q	5417	31.13	5778	33.21	6138	35.28	6500	37.36	6862	39.44	7221	41.50
Highway Maintenance Lead Worker (Emergency Patrol – EP)	18659	Q	5450	31.32	5814	33.41	6177	35.50	6538	37.57	6902	39.67	7266	41.76
Highway Maintenance Lead Worker (Lead Lead Worker) (Regular – RG)	18659	Q	5394	31.00	5754	33.07	6112	35.13	6473	37.20	6833	39.27	7192	41.33
Highway Maintenance Lead Worker (Lead Lead Worker) (Bridge Crew – BC)	18659	Q	5471	31.44	5836	33.54	6201	35.64	6565	37.73	6929	39.82	7295	41.93
Highway Maintenance Lead Worker (Lead Lead Worker) (Emergency Patrol – EP)	18659	Q	5505	31.64	5872	33.75	6239	35.86	6607	37.97	6973	40.07	7340	42.18
Laborer (Maintenance) (Regular – RG)	23080	B	5030	28.91	5365	30.83	5701	32.76	6036	34.69	6371	36.61	6707	38.55
Maintenance Equipment Operator	25020	B	5133	29.50	5473	31.45	5817	33.43	6157	35.39	6501	37.36	6842	39.32

SUBTITLE B

Maintenance Equipment Operator (DHS – Tractor Trailer)	25020	B	5156	29.63	5501	31.61	5844	33.59	6188	35.56	6531	37.53	6875	39.51
Maintenance Equipment Operator (Dispatcher)	25020	B	5319	30.57	5674	32.61	6029	34.65	6385	36.70	6737	38.72	7093	40.76
Maintenance Worker (not DOT, DHS – Chicago Read or DHS – Forensic)	25500	B	4973	28.58	5304	30.48	5634	32.38	5967	34.29	6297	36.19	6629	38.10
Maintenance Worker (DHS – Chicago Read)	25500	B	5133	29.50	5473	31.45	5817	33.43	6157	35.39	6501	37.36	6842	39.32
Maintenance Worker (DHS – Forensic)	25500	Q	5196	29.86	5544	31.86	5889	33.84	6236	35.84	6582	37.83	6928	39.82
Maintenance Worker (DOT – Regular – RG)	25500	B	5072	29.15	5410	31.09	5747	33.03	6085	34.97	6424	36.92	6762	38.86
Maintenance Worker (DOT – Emergency Patrol – EP)	25500	B	5180	29.77	5525	31.75	5871	33.74	6215	35.72	6561	37.71	6905	39.68
Sign Hanger	40900	B	5196	29.86	5544	31.86	5889	33.84	6236	35.84	6582	37.83	6928	39.82
Sign Hanger Foreman	40910	B	5341	30.70	5695	32.73	6052	34.78	6409	36.83	6764	38.87	7121	40.93

NOTES: General Increases – The pay rates for all bargaining unit classifications shall be increased the specified percentage amounts effective on the following dates:
January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%.

SUBTITLE B

In-Hire Rate – In-hire rates are located in Section 310.47(a). The parties agree the in-hire rate as was amended to 75% for the 2008-2012 Collective Bargaining Agreement shall continue in effect. The parties also agree that all classifications shall continue the 75% in-hire rate as agreed to in the 2012-2015 agreement. Employees in the in-hire will receive a 5% increase each year for five years on their anniversary date in order to obtain the full rate. Effective July 1, 2019 the in-hire rate is unfrozen. Each employee on active payroll upon ratification of the contract, whose in-hire rate was frozen during the 2015-2019 agreement shall be placed on his/her correct in-hire rate, on July 1, 2019. The placement shall not change the employee's creditable service (anniversary) date. Example: An employee who was hired on and whose creditable service (anniversary) date is April 1, 2017 at 75% shall be placed on the 85% rate on July 1, 2019. The employee's next in-hire movement (to 90%) will be due on April 1, 2020, pursuant to their creditable service (anniversary) date. Employees within this bargaining unit who are promoted and are in the in-hire progression will promote to the next higher step of the in-hire rate of the higher classification. In addition, temporary assignments to higher-level classifications shall also be calculated at the in-hire rates. All full-scale employees within this collective bargaining unit will be promoted to the full-scale rate as if they were promoted to the next higher classification within the series. Any certified employee of this bargaining unit who is offered and accepts a position within this bargaining unit that is a promotion, notwithstanding classification series and without a break in service, shall be placed on the next higher step of the in-hire rate of the new classification. Employees covered under this bargaining agreement who transfer to any position within the bargaining unit without a break in service shall maintain their continuous service date for in-hire rate progression. A certified employee who is assigned and accepts a voluntary reduction in grade shall be certified in the lower class without serving a probationary period. The employee shall be reduced to the appropriate in-hire rate, i.e. 85% lead worker voluntarily reduces to an 85% Highway Maintainer.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE E RC-020 (Teamsters Locals #330 and #705)

Title	Title Code	Bargaining Unit	Pay	Monthly	Hourly	Effective Date
			Plan Code			

SUBTITLE B

Highway Maintainer (Snowbirds) 18639 RC-020 Q 4850 27.87 July 1, 2022

NOTES: Definition of Snowbird – Snowbirds are all seasonal, salaried, full-time Highway Maintainers whose primary function is snow removal.

Effective July 1, 2022**RC-020**

<u>Title</u>	<u>Title Code</u>	<u>Pay Plan Code</u>	<u>75%</u>		<u>80%</u>		<u>85%</u>		<u>90%</u>		<u>95%</u>		<u>Full Scale</u>	
			<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>
Bridge Mechanic	05310	Q	5234	30.08	5582	32.08	5931	34.09	6282	36.10	6629	38.10	6978	40.10
Bridge Tender	05320	B	4948	28.44	5278	30.33	5608	32.23	5938	34.13	6267	36.02	6598	37.92
Heavy Construction Equipment Operator	18465	Q	5307	30.50	5660	32.53	6014	34.56	6368	36.60	6721	38.63	7076	40.67
Heavy Construction Equipment Operator (Bridge Crew – BC)	18465	Q	5383	30.94	5741	32.99	6101	35.06	6459	37.12	6818	39.18	7177	41.25
Highway Maintainer	18639	Q	5196	29.86	5544	31.86	5889	33.84	6236	35.84	6582	37.83	6928	39.82
Highway Maintainer (Bridge Crew – BC)	18639	Q	5275	30.32	5628	32.34	5980	34.37	6330	36.38	6682	38.40	7034	40.43
Highway Maintainer (Drill Rig – DR)	18639	Q	5307	30.50	5660	32.53	6014	34.56	6368	36.60	6721	38.63	7076	40.67
Highway Maintenance Lead Worker	18659	Q	5341	30.70	5695	32.73	6052	34.78	6409	36.83	6764	38.87	7121	40.93

SUBTITLE B

Highway Maintenance Lead Worker (Bridge Crew – BC)	18659	Q	5417	31.13	5778	33.21	6138	35.28	6500	37.36	6862	39.44	7221	41.50
Highway Maintenance Lead Worker (Lead Lead Worker)	18659	Q	5394	31.00	5754	33.07	6112	35.13	6473	37.20	6833	39.27	7192	41.33
Highway Maintenance Lead Worker (Lead Lead Worker) (Bridge Crew – BC)	18659	Q	5471	31.44	5836	33.54	6201	35.64	6565	37.73	6929	39.82	7295	41.93
Labor Maintenance Lead Worker	22809	B	5093	29.27	5431	31.21	5771	33.17	6110	35.11	6450	37.07	6789	39.02
Laborer (Maintenance)	23080	B	5030	28.91	5365	30.83	5701	32.76	6036	34.69	6371	36.61	6707	38.55
Maintenance Equipment Operator	25020	B	5133	29.50	5473	31.45	5817	33.43	6157	35.39	6501	37.36	6842	39.32
Maintenance Equipment Operator	25020	Q	5307	30.50	5660	32.53	6014	34.56	6367	36.59	6721	38.63	7076	40.67
Maintenance Worker (DHS)	25500	B	5138	29.53	5479	31.49	5822	33.46	6164	35.43	6507	37.40	6849	39.36
Maintenance Worker (DOT, not Emergency Patrol)	25500	B	5072	29.15	5410	31.09	5747	33.03	6085	34.97	6424	36.92	6762	38.86
Power Shovel Operator (Maintenance)	33360	Q	5307	30.50	5660	32.53	6014	34.56	6368	36.60	6721	38.63	7076	40.67

SUBTITLE B

Power Shovel
Operator
(Maintenance)
(Bridge Crew
– BC)

33360 Q 5383 30.94 5741 32.99 6100 35.06 6459 37.12 6818 39.18 7177 41.25

Silk Screen
Operator

41020 B 5242 30.13 5590 32.13 5941 34.14 6291 36.16 6639 38.16 6989 40.17

NOTES: General Increases – The pay rates for all bargaining unit classifications shall be increased the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

In-Hire Rate – In-hire rates are located in Section 310.47(a). The parties agree the in-hire rate as was amended to 75% for the 2008-2012 Collective Bargaining Agreement shall continue in effect. The parties also agree that all classifications shall continue the 75% in-hire rate as agreed to in the 2012-2015 agreement. Employees in the in-hire will receive a 5% increase each year for five years on their anniversary date in order to obtain the full rate. Effective July 1, 2019 the in-hire rate is unfrozen. Each employee on active payroll upon ratification of the contract, who's in-hire rate was frozen during the 2015-2019 agreement shall be placed on their correct in-hire rate, on July 1, 2019. Such placement shall not change the employee's credible service date. Example: employee who was hired on and whose credible service date is April 1, 2018, would have been frozen at 75% shall be moved to 80% on July 1, 2019. The employee will then be due their next in-hire rate on April 1, 2020, pursuant to their credible service date. Employees within this bargaining unit who are promoted and are in the in-hire progression will promote to the next higher step of the in-hire rate of the higher classification. In addition, temporary assignments to higher level classifications shall also be calculated at the in-hire rates. All full-scale employees within this collective bargaining unit will be promoted to full-scale rate as if they were promoted to the next higher classification within the series. Any certified employee of this bargaining unit who is offered and accepts a position within this bargaining unit that is a promotion, notwithstanding classification series and without a break in service, shall be placed on the next higher step of the in-hire rate of the new classification. Employees covered under this bargaining agreement who transfer to any position within the bargaining unit without a break in service shall maintain their continuous service date for in-hire rate progression. A certified employee who is assigned and accepts a voluntary reduction in grade shall be certified in the lower class without serving a probationary period. The employee shall be reduced to the appropriate in-hire rate; i.e., 85% lead worker voluntarily reduces to an 85% Highway Maintainer.

SUBTITLE B

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE F RC-019 (Downstate Teamsters)**

Title	Title Code	Bargaining Unit	Pay Plan Code	Monthly	Hourly	Effective Date
Highway Maintainer (Snowbirds)	18639	RC-019	Q	4850	27.87	July 1, 2022

NOTES: Definition of Snowbird – Snowbirds are all seasonal, salaried, full-time Highway Maintainers whose primary function is snow removal.

Effective July 1, 2022
RC-019

Title	Title Code	Pay Plan Code	<u>75%</u>		<u>80%</u>		<u>85%</u>		<u>90%</u>		<u>95%</u>		<u>Full Scale</u>	
			<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>
Bridge Mechanic (IDOT)	05310	Q	5227	30.04	5576	32.05	5924	34.05	6271	36.04	6621	38.05	6970	40.06
Bridge Tender (IDOT)	05320	B	5258	30.22	5609	32.24	5959	34.25	6311	36.27	6660	38.28	7010	40.29
Deck Hand (IDOT)	11500	B	5053	29.04	5390	30.98	5726	32.91	6062	34.84	6400	36.78	6736	38.71
Ferry Operator I (IDOT)	14801	B	5258	30.22	5609	32.24	5959	34.25	6311	36.27	6660	38.28	7010	40.29
Ferry Operator II (IDOT)	14802	B	5364	30.83	5721	32.88	6079	34.94	6437	36.99	6793	39.04	7151	41.10
Highway Maintainer (Regular –RG) (IDOT)	18639	Q	5196	29.86	5544	31.86	5889	33.84	6236	35.84	6582	37.83	6928	39.82

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Highway Maintainer (Bridge Crew – BC) (IDOT)	18639	Q	5261	30.24	5612	32.25	5964	34.28	6314	36.29	6665	38.30	7016	40.32
Highway Maintainer (Drill Rig – DR) (IDOT)	18639	Q	5288	30.39	5639	32.41	5993	34.44	6345	36.47	6697	38.49	7050	40.52
Highway Maintainer (Emergency Patrol – EP) (IDOT)	18639	Q	5290	30.40	5641	32.42	5995	34.45	6348	36.48	6701	38.51	7053	40.53
Highway Maintenance Lead Worker (Regular – RG) (IDOT)	18659	Q	5317	30.56	5672	32.60	6026	34.63	6379	36.66	6735	38.71	7089	40.74
Highway Maintenance Lead Worker (Bridge Crew – BC) (IDOT)	18659	Q	5381	30.93	5740	32.99	6099	35.05	6458	37.11	6817	39.18	7176	41.24
Highway Maintenance Lead Worker (Emergency Patrol – EP) (IDOT)	18659	Q	5411	31.10	5771	33.17	6132	35.24	6493	37.32	6853	39.39	7214	41.46
Highway Maintenance Lead Worker (Lead Lead Worker) (Regular – RG) (IDOT)	18659	Q	5364	30.83	5721	32.88	6079	34.94	6437	36.99	6793	39.04	7151	41.10

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Highway Maintenance Lead Worker (Lead Lead Worker) (Bridge Crew – BC) (IDOT)	18659	Q	5427	31.19	5790	33.28	6152	35.36	6514	37.44	6875	39.51	7238	41.60
Highway Maintenance Lead Worker (Lead Lead Worker) (Emergency Patrol – EP) (IDOT)	18659	Q	5432	31.22	5794	33.30	6156	35.38	6519	37.47	6881	39.55	7243	41.63
Janitor I (Including Office of Administration) (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	21951	B	4870	27.99	5195	29.86	5520	31.72	5844	33.59	6169	35.45	6494	37.32
Janitor II (Including Office of Administration) (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	21952	B	4899	28.16	5225	30.03	5552	31.91	5879	33.79	6205	35.66	6531	37.53
Labor Maintenance Lead Worker (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	22809	B	5106	29.34	5447	31.30	5788	33.26	6128	35.22	6468	37.17	6809	39.13
Labor Maintenance Lead Worker (IDOT)	22809	B	5106	29.34	5447	31.30	5787	33.26	6128	35.22	6467	37.17	6809	39.13

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Laborer (Maintenance) (IDOT)	23080	B	5055	29.05	5392	30.99	5729	32.93	6065	34.86	6403	36.80	6739	38.73
Maintenance Equipment Operator	25020	B	5140	29.54	5481	31.50	5825	33.48	6167	35.44	6510	37.41	6853	39.39
Maintenance Equipment Operator (DHS Forensics)	25020	Q	5196	29.86	5544	31.86	5889	33.84	6236	35.84	6582	37.83	6928	39.82
Maintenance Equipment Operator (DOC)	25020	Q	5288	30.39	5640	32.41	5993	34.44	6345	36.47	6697	38.49	7050	40.52
Maintenance Equipment Operator (DOC – Maximum Security)	25020	S	5335	30.66	5690	32.70	6046	34.75	6402	36.79	6758	38.84	7112	40.87
Maintenance Worker (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	25500	B	5088	29.24	5426	31.18	5766	33.14	6105	35.09	6445	37.04	6784	38.99
Maintenance Worker (IDOT)	25500	B	5088	29.24	5426	31.18	5767	33.14	6105	35.09	6446	37.05	6784	38.99
Maintenance Worker (DHS – Forensics)	25500	Q	5146	29.57	5489	31.55	5831	33.51	6175	35.49	6517	37.45	6861	39.43
Power Shovel Operator (Maintenance) (Regular – RG) (CMS, DOC, DHS, DJJ, DNR, ISP and DVA)	33360	B	5231	30.06	5579	32.06	5928	34.07	6275	36.06	6626	38.08	6974	40.08

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Power Shovel
Operator
(Maintenance)
(Regular – RG)
(IDOT)

33360 Q 5288 30.39 5639 32.41 5993 34.44 6345 36.47 6697 38.49 7050 40.52

Power Shovel
Operator
(Maintenance)
(Bridge Crew –
BC) (IDOT)

33360 Q 5354 30.77 5712 32.83 6069 34.88 6425 36.93 6782 38.98 7139 41.03

Security Guard I
(CMS, DOC,
DHS, DJJ,
DNR, ISP and
DVA)

39851 B 4896 28.14 5221 30.01 5549 31.89 5875 33.76 6202 35.64 6527 37.51

Security Guard
II (CMS, DOC,
DHS, DJJ,
DNR, ISP and
DVA)

39852 B 4940 28.39 5269 30.28 5599 32.18 5927 34.06 6257 35.96 6585 37.84

Silk Screen
Operator
(IDOT)

41020 B 5235 30.09 5583 32.09 5932 34.09 6282 36.10 6630 38.10 6979 40.11

NOTES: General Increases – The pay rates for all bargaining unit classifications shall be increased the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

In-Hire Rate – In-hire rates are located in Section 310.47(a). The parties agree the in-hire rate as was amended to 75% for the 2008-2012 Collective Bargaining Agreement shall continue in effect. The parties also agree that all classifications shall continue the 75% in-hire rate as agreed to in the 2012-2015 agreement. Employees in the in-hire will receive a 5% increase each year for five years on their anniversary date in order to obtain the full rate. Effective July 1, 2019 the in-hire rate is unfrozen. Each employee on active payroll upon ratification of the contract, whose in-hire rate was frozen during the 2015-2019 agreement shall be placed on his/her correct in-hire rate, on July 1, 2019. Such placement shall not change the employees creditable service (anniversary) date. Example: An employee who was hired on and whose creditable service (anniversary) date is April 1, 2017 at 75% shall be placed on the 85% rate on July 1, 2019. The employee's next in-hire movement (to 90%) will be due on April 1, 2020,

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pursuant to their creditable service (anniversary) date. Employees within this bargaining unit who are promoted and are in the in-hire progression will promote to the next higher step of the in-hire rate of the higher classification. In addition, temporary assignments to higher-level classifications shall also be calculated at the in-hire rates. All full-scale employees within this collective bargaining unit will be promoted to the full-scale rate as if they were promoted to the next higher classification within the series. Any certified employee of this bargaining unit who is offered and accepts a position within this bargaining unit that is a promotion, notwithstanding classification series and without a break in service, shall be placed on the next higher step of the in-hire rate of the new classification. Employees covered under this bargaining agreement who transfer to any position within the bargaining unit without a break in service shall maintain their continuous service date for in-hire rate progression. A certified employee who is assigned and accepts a voluntary reduction in grade shall be certified in the lower class without serving a probationary period. The employee shall be reduced to the appropriate in-hire rate; i.e., 85% lead worker voluntarily reduces to an 85% Highway Maintainer.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE G RC-045 (Automotive Mechanics, IFPE)

Effective July 1, 2022 Bargaining Unit: RC-045

<u>Title</u>	<u>Title Code</u>	<u>Pay Plan Code</u>	<u>95%</u>	<u>97%</u>	<u>100% (Full-Scale)</u>
Automotive Mechanic (Hired between 9/1/2010 and 6/30/2013)	03700	B	6012	6138	6328
Automotive Mechanic (Hired between 9/1/2010 and 6/30/2013)	03700	Q	6225	6356	6553
Automotive Mechanic (Hired between 9/1/2010 and 6/30/2013)	03700	S	6312	6445	6644

<u>Title</u>	<u>Title Code</u>	<u>Pay Plan Code</u>	<u>75%</u>	<u>80%</u>	<u>85%</u>	<u>90%</u>	<u>95%</u>	<u>100% (Full-Scale)</u>
Auto & Body Repairer	03680	B	4746	5062	5379	5695	6012	6328
Auto & Body Repairer	03680	Q	4915	5242	5570	5898	6225	6553
Auto & Body Repairer	03680	S	4983	5315	5647	5980	6312	6644

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Automotive Attendant I	03696	B	2867	3058	3250	3441	3632	3823
Automotive Attendant I	03696	Q	2981	3179	3378	3577	3775	3974
Automotive Attendant I	03696	S	3044	3246	3449	3652	3855	4058
Automotive Attendant II	03697	B	3062	3266	3470	3674	3878	4082
Automotive Attendant II	03697	Q	3182	3394	3607	3819	4031	4243
Automotive Attendant II	03697	S	3245	3461	3677	3893	4110	4326
Automotive Mechanic	03700	B	4746	5062	5379	5695	6012	6328
Automotive Mechanic	03700	Q	4915	5242	5570	5898	6225	6553
Automotive Mechanic	03700	S	4983	5315	5647	5980	6312	6644
Automotive Parts Warehouse Specialist	03734	B	4648	4958	5267	5577	5887	6197
Automotive Parts Warehouse	03730	B	4559	4862	5166	5470	5774	6078
Small Engine Mechanic	41150	B	4180	4458	4737	5016	5294	5573
Storekeeper I (See Note)	43051	B	4466	4764	5062	5360	5657	5955
Storekeeper II (See Note)	43052	B	4562	4866	5170	5474	5778	6082

NOTES: Step Increases – Employees who have not attained Step 8 shall receive a step increase to the next step upon satisfactory completion of 12 months of creditable service.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates and their effective dates are listed in the rate tables in this Section.

Sub-Step Increases – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after July 1, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 per month increases effective July 1, 2020 and July 1, 2021.

In-Hire Rates – All classifications shall have a 75% in-hire rate for all employees hired on or after July 1, 2013. Employees who are promoted and are in the in-hire progression will promote to the next step of the in-hire rate of the higher classification. In addition, temporary assignments shall also be calculated at the in-hire rates. Employees in the in-hire progression will receive a 5% increase each year for five years on their anniversary date in order to obtain the full rate.

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All full scale employees will be promoted to the full-scale rate of the next higher classifications, upon promotion.

Longevity Pay – Effective July 1, 1998, the Step 7 rate shall be increased \$50 per month for those employees (non-sworn) who attain 15 years of service and have three or more years of creditable service on Step 7 in the same pay grade. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees (non-sworn) who attain 10 years of service and have three or more years of creditable service at Step 8 in the same pay grade. Effective July 1, 2010, the Step 8 rate shall be increased \$75 per month for those employees (non-sworn) who attain 15 years of service and have three or more years of creditable service on Step 8. Effective July 1, 2013, the Step 8 rate shall be increased \$75 per month for those employees (non-sworn) who attain 10 years of service and have three or more years of creditable service at Step 8 in the same pay grade. Effective July 1, 2013, the Step 8 rate shall be increased \$100 per month for those employees (non-sworn) who attain 15 years of service and have three or more years of creditable service on Step 8.

Pension Formula Change – An employee newly hired to a position that was previously covered by the alternative formula for pension benefits prior to January 1, 2011 and, effective January 1, 2011, is covered by the standard formula for pension benefits (see the Illinois Pension Code [40 ILCS 5/1-160(g) and 14-110(b)]) shall be placed on the Pay Plan Code B salary grade assigned to the classification to which the position is allocated. An employee newly hired is an employee hired on or after January 1, 2011 who has never been a member of the State Employees' Retirement System (SERS) or any other reciprocal retirement system. Other reciprocal retirement systems are the Chicago Teachers' Pension Fund, County Employees' Annuity and Benefit Fund of Cook County, Forest Preserve District Employees' Annuity and Benefit Fund of Cook County, General Assembly Retirement System (GARS), Illinois Municipal Retirement Fund (IMRF), Judges Retirement System (JRS), Laborers' Annuity and Benefit Fund of Chicago, Metropolitan Water Reclamation District Retirement Fund, Municipal Employees Annuity and Benefit Fund of Chicago, State Universities Retirement System (SURS) and Teachers' Retirement System of the State of Illinois (TRS).

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

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Section 310.TABLE H RC-006 (Corrections Employees, AFSCME)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Canine Specialist	06500	RC-006	14

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Correctional Officer	09675	RC-006	09
Correctional Officer Trainee	09676	RC-006	05
Correctional Sergeant	09717	RC-006	12
Corrections Clerk I	09771	RC-006	09
Corrections Clerk II	09772	RC-006	11
Corrections Food Service Supervisor I	09793	RC-006	11
Corrections Food Service Supervisor II	09794	RC-006	13
Corrections Grounds Supervisor	09796	RC-006	12
Corrections Identification Technician	09801	RC-006	11
Corrections Industry Lead Worker	09805	RC-006	12
Corrections Laundry Manager I	09808	RC-006	13
Corrections Locksmith	09818	RC-006	12
Corrections Maintenance Craftsman	09821	RC-006	12
Corrections Maintenance Worker	09823	RC-006	10
Corrections Residence Counselor I	09837	RC-006	11
Corrections Supply Supervisor I	09861	RC-006	11
Corrections Supply Supervisor II	09862	RC-006	13
Corrections Transportation Officer I	09871	RC-006	11
Corrections Transportation Officer II	09872	RC-006	14
Corrections Treatment Officer	09864	RC-006	14
Corrections Treatment Officer Trainee	09866	RC-006	11
Corrections Utilities Operator	09875	RC-006	12
Corrections Vocational Instructor	09879	RC-006	12
Educator Aide	13130	RC-006	06
Housekeeper	19600	RC-006	02
Juvenile Justice Specialist	21971	RC-006	14
Juvenile Justice Specialist Intern	21976	RC-006	11
Licensed Practical Nurse - Corrections	23549	RC-006	10
Pest Control Operator	31810	RC-006	06
Property and Supply Clerk II	34792	RC-006	04
Social Service Aide Trainee	41285	RC-006	01
Storekeeper I	43051	RC-006	07
Storekeeper II	43052	RC-006	08
Stores Clerk	43060	RC-006	03

NOTES: Sub-Steps – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after May 20, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 increases effective July 1, 2020 and July 1, 2021.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1,

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2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Pay – Effective January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002, the Step 8 rate shall be increased by \$50 per month. For employees not eligible for longevity pay on or before January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate shall be increased by \$50 per month. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010, the Step 8 rate shall be increased by \$75 per month. Effective July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$75 a month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$100 a month. Employees whose salaries are red-circled above the maximum step rate continue to receive all applicable general increases and any other adjustments (except the longevity pay) provided for in an applicable collective bargaining agreement. For these employees, the longevity pay shall be limited to the amount that would increase the employee's salary to the amount that is equal to that of an employee on the maximum step rate with the same number of years of continuous and creditable service. Employees receiving the longevity pay shall continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation. Employees who are eligible for the increase provided for longevity pay on or before January 1, 2002, shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade.

Effective July 1, 2022

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Bargaining Unit: RC-006

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
1	Q	3221	3326	3428	3451	3545	3635	3720	3821	3902	4063	4231
1	S	3302	3410	3516	3539	3630	3722	3799	3902	3985	4152	4317
2	Q	3304	3411	3517	3541	3631	3719	3812	3907	4000	4167	4332
2	S	3381	3490	3598	3626	3718	3798	3896	3996	4082	4248	4420
3	Q	3386	3494	3604	3631	3720	3827	3923	4017	4121	4286	4455
3	S	3465	3576	3687	3718	3799	3910	4006	4101	4206	4373	4549
4	Q	3467	3577	3689	3720	3830	3928	4043	4149	4256	4441	4621
4	S	3538	3653	3767	3799	3916	4011	4124	4231	4342	4529	4709
5	Q	3685	3802	3922	3959	4081	4212	4341	4479	4613	4830	5023
5	S	3763	3884	4004	4045	4167	4300	4429	4565	4699	4923	5118
6	Q	3885	4010	4136	4181	4341	4481	4627	4781	4932	5198	5404
6	S	3964	4093	4219	4267	4429	4567	4716	4872	5029	5290	5501
7	Q	3911	4036	4162	4208	4341	4495	4626	4793	4932	5187	5395
7	S	3990	4118	4247	4296	4429	4579	4714	4885	5029	5279	5490
8	Q	4188	4323	4459	4512	4680	4843	5031	5204	5370	5667	5893
8	S	4265	4403	4542	4600	4766	4933	5127	5297	5469	5765	5993
9	Q	4193	4327	4465	4520	4685	4854	5049	5223	5416	5710	5941
9	S	4273	4412	4550	4608	4775	4951	5140	5320	5514	5807	6038
10	Q	4356	4497	4637	4698	4873	5077	5270	5469	5669	5991	6233
10	S	4443	4586	4731	4792	4968	5170	5363	5565	5768	6085	6332
11	Q	4554	4701	4847	4916	5118	5315	5541	5752	5973	6317	6570
11	S	4636	4786	4936	5006	5209	5406	5638	5844	6074	6411	6668

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12	Q	4740	4894	5048	5121	5335	5570	5798	6024	6248	6613	6874
12	S	4823	4981	5138	5212	5431	5665	5890	6125	6344	6707	6974
13	Q	4953	5113	5274	5356	5599	5848	6097	6345	6604	6985	7261
13	S	5042	5205	5369	5451	5695	5948	6197	6445	6700	7081	7365
14	Q	5033	5196	5359	5441	5694	5952	6199	6451	6707	7102	7384
14	S	5120	5286	5451	5536	5791	6049	6295	6548	6799	7197	7485
15	Q	5195	5364	5530	5617	5881	6147	6402	6673	6940	7336	7629
15	S	5280	5451	5624	5714	5979	6246	6501	6775	7034	7436	7734

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

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Section 310.TABLE I RC-009 (Institutional Employees, AFSCME)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Activity Program Aide I	00151	RC-009	03
Activity Program Aide II	00152	RC-009	05
Apparel/Dry Goods Specialist I	01231	RC-009	05
Apparel/Dry Goods Specialist II	01232	RC-009	09
Apparel/Dry Goods Specialist III	01233	RC-009	23
Clinical Laboratory Associate	08200	RC-009	09
Clinical Laboratory Phlebotomist	08213	RC-009	06
Clinical Laboratory Technician I	08215	RC-009	16
Clinical Laboratory Technician II	08216	RC-009	22
Cook I	09601	RC-009	07
Cook II	09602	RC-009	14
Educator Aide	13130	RC-009	19
Facility Assistant Fire Chief	14430	RC-009	21
Facility Fire Safety Coordinator	14435	RC-009	21
Facility Firefighter	14439	RC-009	16
Florist II	15652	RC-009	19
Institutional Maintenance Worker	21465	RC-009	10
Laboratory Assistant	22995	RC-009	02
Laboratory Associate I	22997	RC-009	16
Laboratory Associate II	22998	RC-009	22
Laundry Manager I	23191	RC-009	23
Licensed Practical Nurse I	23551	RC-009	16
Licensed Practical Nurse II	23552	RC-009	21

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Locksmith	24300	RC-009	27
Mental Health Technician I	27011	RC-009	05
Mental Health Technician II	27012	RC-009	09
Mental Health Technician III	27013	RC-009	12
Mental Health Technician IV	27014	RC-009	14
Mental Health Technician V	27015	RC-009	17
Mental Health Technician VI	27016	RC-009	18
Mental Health Technician Trainee	27020	RC-009	01
Pest Control Operator	31810	RC-009	15
Physical Therapy Aide II	32192	RC-009	10
Physical Therapy Aide III	32193	RC-009	17
Rehabilitation Workshop Instructor I	38192	RC-009	12
Rehabilitation Workshop Instructor II	38193	RC-009	20
Residential Care Worker	38277	RC-009	20
Residential Care Worker Trainee	38279	RC-009	11
Security Therapy Aide I	39901	RC-009	24
Security Therapy Aide II	39902	RC-009	25
Security Therapy Aide III	39903	RC-009	26
Security Therapy Aide IV	33904	RC-009	27
Security Therapy Aide Trainee	39905	RC-009	13
Social Service Aide I	41281	RC-009	12
Social Service Aide II	41282	RC-009	17
Social Service Aide Trainee	41285	RC-009	02
Support Service Coordinator I	44221	RC-009	15
Support Service Coordinator II	44222	RC-009	22
Support Service Lead	44225	RC-009	07
Support Service Worker	44238	RC-009	04
Transportation Officer	45830	RC-009	25
Veterans Nursing Assistant – Certified	47750	RC-009	12

NOTES: Sub-Steps – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after May 20, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 per month increases effective July 1, 2020 and July 1, 2021.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Pay – Effective January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have

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three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002, the Step 8 rate shall be increased by \$50 per month. For employees not eligible for longevity pay on or before January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate shall be increased by \$50 per month. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010, the Step 8 rate shall be increased by \$75 per month. Effective July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$75 a month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$100 a month. Employees whose salaries are red-circled above the maximum Step rate continue to receive all applicable general increases and any other adjustments (except the longevity pay) provided for in an applicable collective bargaining agreement. For these employees, the longevity pay shall be limited to the amount that would increase the employee's salary to the amount that is equal to that of an employee on the maximum Step rate with the same number of years of continuous and creditable service. Employees receiving the longevity pay shall continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation. Employees who are eligible for the increase provided for longevity pay on or before January 1, 2002, shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade.

Effective July 1, 2022
Bargaining Unit: RC-009

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8

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1	B	2966	3060	3156	3169	3243	3328	3407	3490	3573	3720	3868
1	Q	3079	3177	3277	3295	3368	3456	3544	3628	3712	3868	4025
2	B	3033	3128	3227	3243	3328	3419	3495	3590	3672	3827	3983
2	Q	3147	3247	3347	3368	3456	3550	3632	3733	3818	3979	4138
3	B	3054	3153	3249	3266	3368	3477	3584	3698	3818	3971	4131
3	Q	3168	3270	3372	3392	3500	3613	3727	3848	3966	4130	4296
4	B	3105	3205	3304	3322	3407	3493	3584	3677	3763	3922	4078
4	Q	3221	3326	3428	3451	3544	3631	3727	3823	3913	4079	4242
5	B	3125	3227	3327	3346	3449	3560	3672	3790	3910	4065	4233
5	Q	3248	3353	3457	3481	3586	3703	3818	3943	4064	4232	4401
6	B	3196	3299	3402	3424	3510	3606	3708	3800	3906	4073	4235
6	Q	3316	3420	3528	3554	3649	3749	3856	3955	4059	4235	4404
7	B	3261	3365	3470	3495	3602	3690	3799	3903	4005	4178	4344
7	Q	3386	3496	3604	3632	3742	3840	3954	4057	4168	4352	4526
8	B	3277	3383	3488	3510	3611	3718	3822	3924	4036	4218	4386
8	Q	3401	3510	3621	3649	3753	3866	3972	4082	4195	4393	4568
9	B	3289	3395	3501	3526	3635	3752	3869	3997	4127	4306	4477
9	Q	3417	3527	3637	3666	3782	3901	4028	4157	4298	4483	4662
10	B	3358	3467	3574	3602	3708	3811	3923	4031	4149	4341	4515
10	Q	3485	3598	3712	3742	3856	3960	4081	4190	4318	4520	4701
11	B	3367	3475	3583	3611	3726	3834	3955	4061	4179	4376	4552
11	Q	3498	3611	3722	3753	3877	3986	4115	4226	4353	4558	4741
12	B	3386	3494	3604	3631	3746	3866	3989	4115	4253	4440	4618
12	Q	3518	3631	3744	3778	3894	4022	4152	4286	4433	4625	4811
13	B	3471	3582	3694	3726	3840	3963	4086	4216	4342	4548	4729
13	Q	3610	3725	3841	3877	3996	4124	4251	4390	4521	4736	4928

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14	B	3479	3590	3703	3735	3851	3981	4103	4241	4386	4580	4763
14	Q	3614	3730	3847	3883	4006	4138	4270	4417	4568	4775	4968
15	B	3555	3668	3784	3818	3936	4064	4193	4335	4462	4679	4865
15	Q	3691	3810	3929	3966	4093	4231	4368	4518	4644	4876	5073
16	B	3579	3694	3810	3844	3985	4103	4239	4373	4507	4737	4929
16	Q	3720	3841	3960	4000	4147	4270	4416	4554	4698	4947	5144
17	B	3582	3698	3813	3848	3971	4103	4238	4383	4530	4758	4947
17	Q	3725	3845	3964	4003	4130	4270	4415	4565	4722	4968	5164
18	B	3615	3731	3848	3884	4008	4149	4285	4429	4578	4795	4985
18	Q	3761	3881	4002	4043	4173	4318	4462	4616	4772	5005	5204
19	B	3665	3783	3902	3939	4086	4218	4356	4499	4638	4885	5079
19	Q	3807	3930	4054	4096	4251	4393	4538	4686	4836	5095	5301
20	B	3693	3813	3932	3971	4115	4251	4400	4543	4690	4974	5174
20	Q	3840	3963	4087	4130	4286	4430	4580	4734	4893	5196	5403
21	B	3797	3920	4042	4084	4223	4356	4505	4657	4818	5081	5286
21	Q	3947	4076	4204	4248	4400	4538	4693	4854	5029	5304	5518
22	B	3856	3980	4103	4149	4300	4440	4607	4758	4932	5198	5404
22	Q	4009	4140	4268	4318	4477	4625	4802	4968	5146	5426	5644
23	B	3944	4073	4201	4245	4403	4556	4730	4892	5052	5327	5541
23	Q	4104	4238	4371	4422	4586	4751	4932	5107	5273	5572	5789
24	B	3950	4080	4207	4253	4411	4569	4743	4916	5089	5363	5582
24	Q	4114	4249	4381	4433	4595	4765	4950	5131	5320	5610	5836
25	B	4288	4426	4564	4622	4807	4995	5209	5405	5617	5946	6183
25	Q	4466	4611	4756	4819	5019	5216	5444	5653	5874	6215	6464
26	B	4457	4601	4744	4809	5023	5231	5452	5668	5884	6230	6474

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26	Q	4651	4801	4952	5022	5240	5465	5696	5928	6147	6510	6772
27	B	4669	4819	4972	5042	5258	5483	5713	5940	6160	6514	6774
27	Q	4875	5034	5191	5268	5494	5735	5970	6203	6439	6801	7074

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE J RC-014 (Clerical Employees, AFSCME)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Account Clerk I	00111	RC-014	05
Account Clerk II	00112	RC-014	07
Account Technician I	00115	RC-014	10
Account Technician II	00116	RC-014	12
Administrative Services Worker Trainee	00600	RC-014	02
Aircraft Dispatcher	00951	RC-014	12
Aircraft Lead Dispatcher	00952	RC-014	14
Audio Visual Technician I	03501	RC-014	06
Audio Visual Technician II	03502	RC-014	09
Buyer Assistant	05905	RC-014	10
Check Issuance Machine Operator	06920	RC-014	09
Check Issuance Machine Supervisor	06925	RC-014	11
Clerical Trainee	08050	RC-014	01
Communications Dispatcher	08815	RC-014	09
Communications Equipment Technician I	08831	RC-014	17
Communications Equipment Technician II	08832	RC-014	19
Communications Equipment Technician III	08833	RC-014	20
Court Reporter	09900	RC-014	15
Data Processing Assistant	11420	RC-014	06
Data Processing Operator	11425	RC-014	04
Data Processing Operator Trainee	11428	RC-014	02
Drafting Worker	12749	RC-014	11
Electronic Equipment Installer/Repairer	13340	RC-014	10
Electronic Equipment Installer/Repairer Lead Worker	13345	RC-014	12
Electronics Technician	13360	RC-014	15
Emergency Response Lead Telecommunicator	13540	RC-014	13
Emergency Response Telecommunicator	13543	RC-014	11
Employee Benefits Associate	13554	RC-014	11
Employee Benefits Representative	13555	RC-014	14
Engineering Technician II	13732	RC-014	13

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Engineering Technician III	13733	RC-014	16
Executive Secretary I	14031	RC-014	11
Executive Secretary II	14032	RC-014	14
Executive Secretary III	14033	RC-014	16
Graphic Arts Designer	17366	RC-014	14
Graphic Arts Designer Advanced	17370	RC-014	16
Graphic Arts Designer Supervisor	17365	RC-014	18
Graphic Arts Technician	17400	RC-014	12
Human Resources Assistant	19690	RC-014	08
Human Resources Associate	19691	RC-014	11
Human Resources Trainee (Department of Revenue)	19694	RC-014	07
Industrial Commission Reporter	21080	RC-014	16
Industrial Commission Technician	21095	RC-014	11
Insurance Analyst	21571	RC-014	12
Insurance Analyst I	21561	RC-014	09
Insurance Analyst II	21562	RC-014	12
Insurance Analyst Trainee	21566	RC-014	07
Intermittent Clerk	21686	RC-014	02H
Library Aide I	23421	RC-014	03
Library Technical Assistant	23450	RC-014	10
Lottery Telemarketing Representative	24520	RC-014	09
Microfilm Laboratory Technician I	27175	RC-014	07
Microfilm Laboratory Technician II	27176	RC-014	09
Microfilm Operator I	27181	RC-014	04
Microfilm Operator II	27182	RC-014	06
Microfilm Operator III	27183	RC-014	08
Office Administrator I	29991	RC-014	07
Office Administrator II	29992	RC-014	09
Office Administrator III	29993	RC-014	11
Office Aide	30005	RC-014	02
Office Assistant	30010	RC-014	06
Office Associate	30015	RC-014	08
Office Clerk	30020	RC-014	04
Office Coordinator	30025	RC-014	09
Photographer	32080	RC-014	14
Photographic Technician I	32091	RC-014	11
Photographic Technician II	32092	RC-014	14
Photographic Technician III	32093	RC-014	15
Procurement Representative	34540	RC-014	09
Property and Supply Clerk I	34791	RC-014	03.5
Property and Supply Clerk II	34792	RC-014	05.5
Property and Supply Clerk III	34793	RC-014	08

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Rehabilitation Case Coordinator I	38141	RC-014	08
Rehabilitation Case Coordinator II	38142	RC-014	10
Reproduction Service Supervisor I	38201	RC-014	13
Reproduction Service Technician I	38203	RC-014	05
Reproduction Service Technician II	38204	RC-014	09
Reproduction Service Technician III	38205	RC-014	11
Safety Responsibility Analyst	38910	RC-014	12
Safety Responsibility Analyst Supervisor	38915	RC-014	14
Storekeeper I	43051	RC-014	10.5
Storekeeper II	43052	RC-014	12.5
Storekeeper III	43053	RC-014	14
Stores Clerk	43060	RC-014	04.5
Switchboard Operator I	44411	RC-014	05
Switchboard Operator II	44412	RC-014	07
Switchboard Operator III	44413	RC-014	09
Telecommunications Supervisor	45305	RC-014	20
Telecommunicator	45321	RC-014	12
Telecommunicator – Command Center	45316	RC-014	13
Telecommunicator Call Taker	45322	RC-014	14
Telecommunicator Lead Call Taker	45323	RC-014	16
Telecommunicator Lead Specialist	45327	RC-014	17
Telecommunicator Lead Worker	45324	RC-014	14
Telecommunicator Lead Worker – Command Center	45318	RC-014	15
Telecommunicator Specialist	45326	RC-014	15
Telecommunicator Trainee	45325	RC-014	10
Vehicle Permit Evaluator	47585	RC-014	11
Veterans Service Officer Associate	47804	RC-014	13

NOTES: Sub-Steps – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after May 20, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 per month increases effective July 1, 2020 and July 1, 2021.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Pay – Effective January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade

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on or before January 1, 2002. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002, the Step 8 rate shall be increased by \$50 per month. For employees not eligible for longevity pay on or before January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate shall be increased by \$50 per month. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010, the Step 8 rate shall be increased by \$75 per month. Effective July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$75 a month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$100 a month. Employees whose salaries are red-circled above the maximum Step rate continue to receive all applicable general increases and any other adjustments (except the longevity pay) provided for in an applicable collective bargaining agreement. For these employees, the longevity pay shall be limited to the amount that would increase the employee's salary to the amount that is equal to that of an employee on the maximum Step rate with the same number of years of continuous and creditable service. Employees receiving the longevity pay shall continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation. Employees who are eligible for the increase provided for longevity pay on or before January 1, 2002, shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade.

Effective June 24, 2022
Bargaining Unit: RC-014

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
1	B	2682	2769	2857	2866	2930	2998	3076	3144	3219	3338	3469

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1	Q	2781	2871	2961	2974	3046	3113	3194	3272	3346	3469	3609
1	S	2858	2949	3040	3058	3120	3188	3274	3350	3423	3548	3690

Effective July 1, 2022
Bargaining Unit: RC-014

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
1	B	2788	2878	2970	2979	3046	3116	3198	3268	3346	3470	3606
1	Q	2891	2984	3078	3091	3166	3236	3320	3401	3478	3606	3752
1	S	2971	3065	3160	3179	3243	3314	3403	3482	3558	3688	3836
2	B	2901	2996	3090	3101	3169	3243	3327	3401	3482	3611	3753
2	Q	3008	3106	3203	3217	3295	3368	3455	3539	3620	3753	3904
2	S	3091	3190	3289	3308	3375	3449	3542	3624	3703	3838	3992
02H	B	17.85	18.44	19.02	19.08	19.50	19.96	20.47	20.93	21.43	22.22	23.10
02H	Q	18.51	19.11	19.71	19.80	20.28	20.73	21.26	21.78	22.28	23.10	24.02
02H	S	19.02	19.63	20.24	20.36	20.77	21.22	21.80	22.30	22.79	23.62	24.57
3	B	2966	3060	3156	3169	3243	3328	3407	3490	3573	3720	3868
3	Q	3079	3177	3277	3295	3368	3456	3544	3628	3712	3868	4025
3	S	3154	3255	3356	3375	3449	3544	3629	3710	3794	3951	4108
3.5	B	3033	3128	3227	3243	3322	3407	3492	3573	3663	3818	3968
3.5	Q	3147	3247	3347	3368	3451	3544	3630	3712	3805	3966	4127
3.5	S	3220	3324	3426	3449	3539	3629	3715	3794	3889	4053	4215
4	B	3033	3128	3227	3243	3328	3419	3495	3590	3672	3827	3983
4	Q	3147	3247	3347	3368	3456	3550	3632	3733	3818	3979	4138
4	S	3220	3324	3426	3449	3544	3633	3719	3820	3900	4061	4228
4.5	B	3105	3205	3304	3322	3407	3493	3584	3677	3763	3922	4078
4.5	Q	3221	3326	3428	3451	3544	3631	3727	3823	3913	4079	4242
4.5	S	3302	3410	3516	3539	3629	3718	3807	3904	3999	4166	4331
5	B	3110	3210	3310	3328	3424	3508	3602	3688	3781	3937	4094

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5	Q	3227	3331	3435	3456	3554	3648	3742	3834	3931	4094	4256
5	S	3306	3412	3519	3544	3635	3733	3828	3922	4015	4178	4344
5.5	B	3181	3283	3386	3407	3495	3597	3687	3781	3879	4038	4195
5.5	Q	3306	3412	3519	3544	3632	3739	3833	3931	4038	4198	4365
5.5	S	3384	3492	3602	3629	3719	3825	3921	4015	4120	4285	4454
6	B	3196	3299	3402	3424	3510	3606	3708	3800	3906	4073	4235
6	Q	3316	3420	3528	3554	3649	3749	3856	3955	4059	4235	4404
6	S	3390	3499	3608	3635	3735	3831	3942	4042	4149	4322	4497
7	B	3277	3383	3488	3510	3611	3718	3822	3924	4036	4218	4386
7	Q	3401	3510	3621	3649	3753	3866	3972	4082	4195	4393	4568
7	S	3479	3590	3703	3735	3838	3947	4056	4168	4278	4479	4657
8	B	3367	3475	3583	3611	3726	3834	3955	4061	4179	4376	4552
8	Q	3498	3611	3722	3753	3877	3986	4115	4226	4353	4558	4741
8	S	3574	3689	3804	3838	3956	4073	4203	4317	4440	4644	4832
9	B	3471	3582	3694	3726	3840	3963	4086	4216	4342	4548	4729
9	Q	3610	3725	3841	3877	3996	4124	4251	4390	4521	4736	4928
9	S	3682	3799	3919	3956	4078	4209	4339	4478	4610	4827	5022
10	B	3579	3694	3810	3844	3985	4103	4239	4373	4507	4737	4929
10	Q	3720	3841	3960	4000	4147	4270	4416	4554	4698	4947	5144
10	S	3796	3919	4041	4082	4229	4357	4502	4640	4792	5039	5240
10.5	B	3684	3801	3921	3958	4086	4226	4354	4506	4638	4875	5072
10.5	Q	3832	3955	4079	4121	4251	4401	4537	4695	4836	5085	5291
10.5	S	3909	4034	4160	4206	4339	4490	4623	4791	4930	5183	5393
11	B	3710	3830	3947	3986	4122	4256	4410	4554	4696	4945	5142
11	Q	3856	3980	4103	4149	4296	4435	4594	4748	4897	5162	5367
11	S	3929	4056	4183	4231	4378	4520	4682	4837	4990	5254	5464
12	B	3856	3980	4103	4149	4300	4440	4607	4758	4932	5198	5404
12	Q	4009	4140	4268	4318	4477	4625	4802	4968	5146	5426	5644
12	S	4086	4217	4351	4402	4562	4712	4895	5061	5242	5524	5746

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12.5	B	3944	4073	4201	4245	4403	4556	4730	4892	5052	5327	5541
12.5	Q	4104	4238	4371	4422	4586	4751	4932	5107	5273	5572	5789
12.5	S	4183	4318	4454	4507	4677	4839	5029	5203	5367	5666	5891
13	B	3998	4127	4256	4304	4462	4631	4804	4979	5166	5454	5669
13	Q	4159	4294	4429	4481	4644	4830	5018	5202	5393	5699	5928
13	S	4237	4374	4511	4567	4735	4923	5114	5294	5490	5798	6030
14	B	4164	4299	4433	4488	4657	4839	5052	5235	5433	5752	5982
14	Q	4340	4479	4620	4679	4854	5056	5273	5471	5681	6010	6248
14	S	4416	4560	4702	4765	4951	5144	5367	5570	5777	6106	6347
15	B	4326	4467	4607	4667	4872	5073	5270	5483	5690	6034	6271
15	Q	4512	4658	4805	4869	5082	5294	5507	5735	5946	6299	6556
15	S	4593	4742	4891	4957	5177	5387	5604	5832	6043	6400	6655
16	B	4525	4672	4818	4885	5101	5327	5548	5780	6011	6366	6622
16	Q	4718	4872	5026	5095	5327	5572	5802	6042	6283	6656	6925
16	S	4809	4965	5117	5194	5423	5666	5900	6136	6380	6748	7019
17	B	4738	4891	5044	5117	5353	5599	5836	6073	6319	6695	6964
17	Q	4939	5099	5260	5339	5594	5851	6097	6344	6604	6997	7280
17	S	5028	5190	5353	5435	5693	5951	6197	6442	6700	7098	7380
18	B	4982	5144	5305	5386	5644	5905	6178	6427	6686	7084	7369
18	Q	5200	5368	5536	5626	5902	6177	6456	6720	6988	7407	7703
18	S	5284	5455	5628	5718	5996	6271	6555	6817	7088	7499	7802
19	B	5246	5416	5585	5674	5964	6245	6533	6812	7095	7527	7827
19	Q	5479	5658	5834	5931	6236	6522	6835	7117	7417	7864	8180
19	S	5570	5748	5931	6033	6335	6624	6930	7217	7516	7962	8280
20	B	5536	5717	5897	5995	6298	6589	6905	7206	7504	7960	8279
20	Q	5783	5970	6158	6266	6581	6892	7219	7529	7842	8321	8655
20	S	5873	6065	6256	6365	6679	6988	7314	7626	7939	8415	8752

(Source: Peremptory Amendment at 46 Ill. Reg. 15838, effective August 31, 2022)

SUBTITLE B

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE K RC-023 (Registered Nurses, INA)**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Child Welfare Nurse Specialist	07197	RC-023	22
Corrections Nurse I	09825	RC-023	19
Corrections Nurse II	09826	RC-023	23
Corrections Nurse Trainee	09836	RC-023	17
Health Facilities Surveillance Nurse	18150	RC-023	22
Nursing Act Assistant Coordinator	29731	RC-023	24
Registered Nurse I (See Note)	38131	RC-023	18
Registered Nurse II (See Note)	38132	RC-023	22
Registered Nurse – Advanced Practice (See Note)	38135	RC-023	26

NOTES: General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Pay – Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who have three or more years of creditable service on Step 8 in the same pay grade. Effective July 1, 2010, the Step 8 rate shall be increased by \$75 per month for those employees who have six or more years of creditable service on Step 8 in the same pay grade. Effective July 1, 2013, the Step 8 rate shall be increased by \$75 per month for those employees who have three or more years of creditable service on Step 8 in the same pay grade. Effective July 1, 2013, the Step 8 rate shall be increased by \$100 per month for those employees who have six or more years of creditable service on Step 8 in the same pay grade.

Pension Formula – Effective January 1, 2011, employees newly hired into positions allocated to the Registered Nurse I, Registered Nurse II or Registered Nurse – Advanced Practice titles and outside of the Departments of Corrections and Juvenile Justice receive Pay Plan Code B rates. Employees newly hired are employees hired on or after January 1, 2011 who have never been a member of the State Employees' Retirement System (SERS) or any other reciprocal retirement system. Other reciprocal retirement systems are the Chicago Teachers' Pension Fund, County Employees' Annuity and Benefit Fund of Cook County, Forest Preserve District Employees' Annuity and Benefit Fund of Cook County,

SUBTITLE B

General Assembly Retirement System (GARS), Illinois Municipal Retirement Fund (IMRF), Judges Retirement System (JRS), Laborers' Annuity and Benefit Fund of Chicago, Metropolitan Water Reclamation District Retirement Fund, Municipal Employees Annuity and Benefit Fund of Chicago, State Universities Retirement System (SURS) and Teachers' Retirement System of the State of Illinois (TRS).

Effective July 1, 2022
Bargaining Unit: RC-023

<u>Pay Grade</u>	<u>Pay Plan Code</u>	<u>S T E P S</u>							
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
17	Q	5169	5418	5664	5917	6294	6515	6742	7015
17	S	5226	5473	5720	5973	6350	6571	6799	7071
18	B	5274	5527	5779	6038	6420	6649	6879	7155
18	Q	5352	5608	5864	6125	6515	6742	6979	7260
19	Q	5617	5879	6157	6421	6842	7084	7332	7625
19	S	5674	5936	6213	6477	6897	7140	7388	7681
22	B	5927	6206	6506	6801	7237	7489	7753	8059
22	Q	6015	6295	6598	6898	7343	7601	7862	8179
23	Q	6316	6613	6927	7246	7707	7980	8259	8587
23	S	6371	6668	6983	7302	7763	8036	8314	8644
24	B	6295	6618	6923	7239	7692	7960	8239	8569
26	B	6679	7024	7349	7685	8163	8448	8745	9097
26	Q	6778	7128	7458	7798	8286	8574	8873	9235
26	S	6834	7184	7515	7856	8342	8630	8929	9290

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

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Section 310.TABLE L RC-008 (Boilermakers)

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Title	Title Code	Region	Pay Plan Code	Hired	Effective Date	Monthly Salary
Boiler Safety Audit Specialist	04900	Northern	B	Prior to December 1, 2013	May 1, 2022	10145.94
Boiler Safety Audit Specialist	04900	Northern	Q	Prior to December 1, 2013	May 1, 2022	10292.10
Boiler Safety Audit Specialist	04900	Northern	S	Prior to December 1, 2013	May 1, 2022	10368.66
Boiler Safety Audit Specialist	04900	Northern	B	On or after December 1, 2013	May 1, 2022	9756.18
Boiler Safety Audit Specialist	04900	Central	B	Prior to December 1, 2013	January 1, 2022	7753.44
Boiler Safety Audit Specialist	04900	Central	Q	Prior to December 1, 2013	January 1, 2022	7866.54
Boiler Safety Audit Specialist	04900	Central	S	Prior to December 1, 2013	January 1, 2022	7943.10
Boiler Safety Audit Specialist	04900	Central	B	On or after December 1, 2013	January 1, 2022	7455.90
Boiler Safety Audit Specialist	04900	Southern	B	Prior to December 1, 2013	January 1, 2022	7657.74
Boiler Safety Audit Specialist	04900	Southern	Q	Prior to December 1, 2013	January 1, 2022	7769.10
Boiler Safety Audit Specialist	04900	Southern	S	Prior to December 1, 2013	January 1, 2022	7845.66
Boiler Safety Audit Specialist	04900	Southern	B	On or after December 1, 2013	January 1, 2022	7363.68
Boiler Safety Specialist	04910	Northern	B	Prior to December 1, 2013	May 1, 2022	9710.94
Boiler Safety Specialist	04910	Northern	Q	Prior to December 1, 2013	May 1, 2022	9850.14
Boiler Safety Specialist	04910	Northern	S	Prior to December 1, 2013	May 1, 2022	9926.70
Boiler Safety Specialist	04910	Northern	B	On or after December 1, 2013	May 1, 2022	9336.84
Boiler Safety Specialist	04910	Central	B	Prior to December 1, 2013	January 1, 2022	7419.36
Boiler Safety Specialist	04910	Central	Q	Prior to December 1, 2013	January 1, 2022	7527.24
Boiler Safety Specialist	04910	Central	S	Prior to December 1, 2013	January 1, 2022	7603.80
Boiler Safety Specialist	04910	Central	B	On or after December 1, 2013	January 1, 2022	7134.00
Boiler Safety Specialist	04910	Southern	B	Prior to December 1, 2013	January 1, 2022	7328.88
Boiler Safety Specialist	04910	Southern	Q	Prior to December 1, 2013	January 1, 2022	7435.02
Boiler Safety Specialist	04910	Southern	S	Prior to December 1, 2013	January 1, 2022	7511.58
Boiler Safety Specialist	04910	Southern	B	On or after December 1, 2013	January 1, 2022	7047.00

NOTES: Regions – The counties in the regions are:

Northern Region: Boone, Cook, DeKalb, DuPage, Grundy, Kane, Kankakee, Kendall, Lake, McHenry, Will, and Winnebago Counties.

Central Region: Bureau, Carroll, Champaign, DeWitt, Ford, Fulton, Hancock, Henderson, Henry, Iroquois, JoDaviess, Knox, LaSalle, Lee, Livingston, Logan, Marshall, Mason, McDonough, McLean, Mercer, Ogle, Peoria, Putnam, Rock Island, Schuyler, Stark, Stephenson, Tazewell, Vermilion, Warren, Whiteside, and Woodford Counties.

SUBTITLE B

Southern Region: Adams, Alexander, Bond, Brown, Calhoun, Cass, Christian, Clark, Clay, Clinton, Coles, Crawford, Cumberland, Douglas, Edgar, Edwards, Effingham, Fayette, Franklin, Gallatin, Greene, Hamilton, Hardin, Jackson, Jasper, Jefferson, Jersey, Johnson, Lawrence, Macon, Macoupin, Madison, Marion, Massac, Menard, Monroe, Montgomery, Morgan, Moultrie, Perry, Piatt, Pike, Pope, Pulaski, Randolph, Richland, St. Clair, Saline, Sangamon, Scott, Shelby, Union, Wabash, Washington, Wayne, White, and Williamson Counties.

Additional Provisions – Section 310.210 shall apply to employees occupying positions in the Boiler Safety Specialist class that are represented by the RC-008 bargaining unit.

(Source: Amended at 47 Ill. Reg. 722, effective January 4, 2023)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE M RC-110 (Conservation Police Lodge) (Repealed)

(Source: Repealed by peremptory amendment at 43 Ill. Reg. 11734, effective September 27, 2019)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE N RC-010 (Professional Legal Unit, AFSCME)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Hearings Referee	18300	RC-010	23
Hearings Referee – Intermittent	18301	RC-010	23H
Public Service Administrator, Option 8L Departments of Central Management Services, Children and Family Services, Healthcare and Family Services, Labor, Public Health and Revenue, Environmental Protection Agency, Illinois Gaming Board, Guardianship and Advocacy Commission, Pollution Control Board except the Pollution Control Board positions with an attorney assistant function, and administrative law judge function at the Departments of Healthcare and Family Services	37015	RC-010	24

SUBTITLE B

and Human Services

Technical Advisor Advanced Program Specialist	45256	RC-010	24
Technical Advisor I	45251	RC-010	18
Technical Advisor II	45252	RC-010	20
Technical Advisor III	45253	RC-010	23

NOTES: Sub-Steps – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after May 20, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 per month increases effective July 1, 2020 and July 1, 2021.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Pay – Effective January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002, the Step 8 rate shall be increased by \$50 per month. For employees not eligible for longevity pay on or before January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate shall be increased by \$50 per month. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010, the Step 8 rate shall be increased by \$75 per month. Effective July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$75 a month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$100 a month. Employees whose salaries are red-circled above the maximum

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Step rate continue to receive all applicable general increases and any other adjustments (except the longevity pay) provided for in an applicable collective bargaining agreement. For these employees, the longevity pay shall be limited to the amount that would increase the employee's salary to the amount that is equal to that of an employee on the maximum Step rate with the same number of years of continuous and creditable service. Employees receiving the longevity pay shall continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation.

Employees who are eligible for the increase provided for longevity pay on or before January 1, 2002, shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade.

Effective July 1, 2022
Bargaining Unit: RC-010

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
18	B	4982	5144	5305	5386	5644	5905	6178	6427	6686	7084	7369
18	Q	5200	5368	5536	5626	5902	6177	6456	6720	6988	7407	7703
20	B	5536	5717	5897	5995	6298	6589	6905	7206	7504	7960	8279
20	Q	5783	5970	6158	6266	6581	6892	7219	7529	7842	8321	8655
23	B	6543	6757	6970	7101	7476	7861	8233	8611	8983	9553	9936
23	Q	6837	7060	7284	7423	7817	8215	8602	9003	9392	9980	10378
23H	B	40.26	41.58	42.89	43.70	46.01	48.38	50.66	52.99	55.28	58.79	61.14
24	B	6956	7186	7412	7557	7958	8377	8778	9185	9598	10201	10607
24	Q	7269	7505	7743	7899	8320	8753	9176	9595	10029	10660	11086
26	B	7901	8159	8418	8596	9067	9549	10030	10499	10970	11676	12143
26	Q	8282	8551	8820	9011	9498	10001	10506	10998	11489	12233	12721

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE O RC-028 (Paraprofessional Human Services Employees, AFSCME)

SUBTITLE B

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Administrative Assistant I	00501	RC-028	17
Administrative Assistant II	00502	RC-028	19
Apparel/Dry Goods Specialist III	01233	RC-028	12.5
Assistant Reimbursement Officer	02424	RC-028	08
Capital Development Board Media Technician	06525	RC-028	14
Child Development Aide	07184	RC-028	10
Clinical Laboratory Associate	08200	RC-028	08
Clinical Laboratory Technician I	08215	RC-028	10
Clinical Laboratory Technician II	08216	RC-028	12
Compliance Officer	08919	RC-028	14
Contract Specialist I	09566	RC-028	11
Contract Specialist II	09567	RC-028	13
Contract Specialist III	09568	RC-028	17
Crime Scene Investigator	09980	RC-028	21
Data Processing Administrative Specialist	11415	RC-028	14
Data Processing Specialist	11430	RC-028	12
Data Processing Technician	11440	RC-028	09
Data Processing Technician Trainee	11443	RC-028	06
Dental Assistant	11650	RC-028	10
Dental Hygienist	11700	RC-028	14
Electroencephalograph Technician	13300	RC-028	08
Environmental Equipment Operator I	13761	RC-028	12
Environmental Equipment Operator II	13762	RC-028	14
Environmental Protection Technician I	13831	RC-028	08
Environmental Protection Technician II	13832	RC-028	10
Guard Supervisor	17685	RC-028	14
Health Information Associate	18045	RC-028	10
Health Information Technician	18047	RC-028	12
Hearing & Speech Technician II	18262	RC-028	09
Housekeeper	19600	RC-028	03.5
Inhalation Therapist	21259	RC-028	08
Inhalation Therapy Supervisor	21260	RC-028	11
Intermittent Unemployment Insurance Technician (Hourly)	21690	RC-028	06H
Laboratory Assistant	22995	RC-028	04
Laboratory Associate I	22997	RC-028	10
Laboratory Associate II	22998	RC-028	12
Legal Research Assistant	23350	RC-028	13
Licensed Practical Nurse I	23551	RC-028	10.5
Licensed Practical Nurse II	23552	RC-028	11.5
Lock and Dam Tender	24290	RC-028	10

SUBTITLE B

Lottery Commodities Distributor II	24402	RC-028	12
Lottery Drawing Senior Specialist	24413	RC-028	14
Lottery Drawing Specialist	24410	RC-028	12
Natural Resources Technician I	28851	RC-028	10
Natural Resources Technician II	28852	RC-028	13
Office Administrative Specialist	29990	RC-028	12
Office Administrator IV	29994	RC-028	14
Office Administrator V	29995	RC-028	15
Office Specialist	30080	RC-028	11
Pharmacy Lead Technician	32009	RC-028	09
Pharmacy Technician	32011	RC-028	07
Public Aid Eligibility Assistant	35825	RC-028	08
Radiologic Technologist	37500	RC-028	11
Radiologic Technologist Program Coordinator	37507	RC-028	12
Ranger	37725	RC-028	13
Rehabilitation Counselor Aide I	38155	RC-028	09
Rehabilitation Counselor Aide II	38156	RC-028	11
Senior Ranger	40090	RC-028	14
Site Interpreter	41090	RC-028	10
Site Technician I	41131	RC-028	10
Site Technician II	41132	RC-028	12
Social Service Community Planner	41295	RC-028	11
State Police Crime Information Evaluator	41801	RC-028	11
State Police Evidence Technician I	41901	RC-028	12
State Police Evidence Technician II	41902	RC-028	13
Statistical Research Technician	42748	RC-028	11
Veterans Service Officer	47800	RC-028	14
Vocational Instructor	48200	RC-028	12
Waterways Construction Supervisor I	49061	RC-028	16
Waterways Construction Supervisor II (Department of Natural Resources)	49062	RC-028	18

NOTES: Sub-Steps – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after May 20, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 per month increases effective July 1, 2020 and July 1, 2021.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

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Longevity Pay – Effective January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002, the Step 8 rate shall be increased by \$50 per month. For employees not eligible for longevity pay on or before January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate shall be increased by \$50 per month. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010, the Step 8 rate shall be increased by \$75 per month. Effective July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$75 a month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$100 a month. Employees whose salaries are red-circled above the maximum Step rate continue to receive all applicable general increases and any other adjustments (except the longevity pay) provided for in an applicable collective bargaining agreement. For these employees, the longevity pay shall be limited to the amount that would increase the employee's salary to the amount that is equal to that of an employee on the maximum Step rate with the same number of years of continuous and creditable service. Employees receiving the longevity pay shall continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation. Employees who are eligible for the increase provided for longevity pay on or before January 1, 2002, shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade.

Effective July 1, 2022
Bargaining Unit: RC-028

Pay Pay

S T E P S

SUBTITLE B

Grade	Plan Code	1c	1b	1a	1	2	3	4	5	6	7	8
03.5	B	3033	3128	3227	3243	3322	3407	3492	3573	3663	3818	3968
03.5	Q	3147	3247	3347	3368	3451	3544	3630	3712	3805	3966	4127
03.5	S	3220	3324	3426	3449	3539	3629	3715	3794	3889	4053	4215
04	B	3033	3128	3227	3243	3328	3419	3495	3590	3672	3827	3983
04	Q	3147	3247	3347	3368	3456	3550	3632	3733	3818	3979	4138
04	S	3220	3324	3426	3449	3544	3633	3719	3820	3900	4061	4228
06	B	3196	3299	3402	3424	3510	3606	3708	3800	3906	4073	4235
06	Q	3316	3420	3528	3554	3649	3749	3856	3955	4059	4235	4404
06	S	3390	3499	3608	3635	3735	3831	3942	4042	4149	4322	4497
06H	B	19.67	20.30	20.94	21.07	21.60	22.19	22.82	23.38	24.04	25.06	26.06
06H	Q	20.41	21.05	21.71	21.87	22.46	23.07	23.73	24.34	24.98	26.06	27.10
06H	S	20.86	21.53	22.20	22.37	22.98	23.58	24.26	24.87	25.53	26.60	27.67
07	B	3277	3383	3488	3510	3611	3718	3822	3924	4036	4218	4386
07	Q	3401	3510	3621	3649	3753	3866	3972	4082	4195	4393	4568
07	S	3479	3590	3703	3735	3838	3947	4056	4168	4278	4479	4657
08	B	3367	3475	3583	3611	3726	3834	3955	4061	4179	4376	4552
08	Q	3498	3611	3722	3753	3877	3986	4115	4226	4353	4558	4741
08	S	3574	3689	3804	3838	3956	4073	4203	4317	4440	4644	4832
09	B	3471	3582	3694	3726	3840	3963	4086	4216	4342	4548	4729
09	Q	3610	3725	3841	3877	3996	4124	4251	4390	4521	4736	4928
09	S	3682	3799	3919	3956	4078	4209	4339	4478	4610	4827	5022
09.5	B	3555	3668	3784	3818	3936	4064	4193	4335	4462	4679	4865
09.5	Q	3691	3810	3929	3966	4093	4231	4368	4518	4644	4876	5073
09.5	S	3770	3890	4014	4053	4176	4319	4453	4606	4735	4972	5169
10	B	3579	3694	3810	3844	3985	4103	4239	4373	4507	4737	4929
10	Q	3720	3841	3960	4000	4147	4270	4416	4554	4698	4947	5144
10	S	3796	3919	4041	4082	4229	4357	4502	4640	4792	5039	5240

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10.5	B	3693	3813	3932	3971	4115	4251	4400	4543	4690	4974	5174
10.5	Q	3840	3963	4087	4130	4286	4430	4580	4734	4893	5196	5403
10.5	S	3918	4044	4169	4215	4373	4516	4670	4824	4984	5288	5499
11	B	3710	3830	3947	3986	4122	4256	4410	4554	4696	4945	5142
11	Q	3856	3980	4103	4149	4296	4435	4594	4748	4897	5162	5367
11	S	3929	4056	4183	4231	4378	4520	4682	4837	4990	5254	5464
11.5	B	3797	3920	4042	4084	4223	4356	4505	4657	4818	5081	5286
11.5	Q	3947	4076	4204	4248	4400	4538	4693	4854	5029	5304	5518
11.5	S	4023	4153	4284	4331	4484	4626	4787	4951	5128	5406	5623
12	B	3856	3980	4103	4149	4300	4440	4607	4758	4932	5198	5404
12	Q	4009	4140	4268	4318	4477	4625	4802	4968	5146	5426	5644
12	S	4086	4217	4351	4402	4562	4712	4895	5061	5242	5524	5746
12.5	B	3944	4073	4201	4245	4403	4556	4730	4892	5052	5327	5541
12.5	Q	4104	4238	4371	4422	4586	4751	4932	5107	5273	5572	5789
12.5	S	4183	4318	4454	4507	4677	4839	5029	5203	5367	5666	5891
13	B	3998	4127	4256	4304	4462	4631	4804	4979	5166	5454	5669
13	Q	4159	4294	4429	4481	4644	4830	5018	5202	5393	5699	5928
13	S	4237	4374	4511	4567	4735	4923	5114	5294	5490	5798	6030
14	B	4164	4299	4433	4488	4657	4839	5052	5235	5433	5752	5982
14	Q	4340	4479	4620	4679	4854	5056	5273	5471	5681	6010	6248
14	S	4416	4560	4702	4765	4951	5144	5367	5570	5777	6106	6347
15	B	4326	4467	4607	4667	4872	5073	5270	5483	5690	6034	6271
15	Q	4512	4658	4805	4869	5082	5294	5507	5735	5946	6299	6556
15	S	4593	4742	4891	4957	5177	5387	5604	5832	6043	6400	6655
16	B	4525	4672	4818	4885	5101	5327	5548	5780	6011	6366	6622
16	Q	4718	4872	5026	5095	5327	5572	5802	6042	6283	6656	6925
16	S	4809	4965	5117	5194	5423	5666	5900	6136	6380	6748	7019
17	B	4738	4891	5044	5117	5353	5599	5836	6073	6319	6695	6964
17	Q	4939	5099	5260	5339	5594	5851	6097	6344	6604	6997	7280

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17	S	5028	5190	5353	5435	5693	5951	6197	6442	6700	7098	7380
18	B	4982	5144	5305	5386	5644	5905	6178	6427	6686	7084	7369
18	Q	5200	5368	5536	5626	5902	6177	6456	6720	6988	7407	7703
18	S	5284	5455	5628	5718	5996	6271	6555	6817	7088	7499	7802
19	B	5246	5416	5585	5674	5964	6245	6533	6812	7095	7527	7827
19	Q	5479	5658	5834	5931	6236	6522	6835	7117	7417	7864	8180
19	S	5570	5748	5931	6033	6335	6624	6930	7217	7516	7962	8280
21	B	5844	6033	6223	6334	6658	6979	7305	7636	7956	8452	8789
21	Q	6102	6301	6500	6618	6957	7294	7633	7983	8317	8834	9187
21	S	6191	6394	6596	6715	7053	7388	7734	8079	8411	8930	9286

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE P RC-029 (Paraprofessional Investigatory and Law Enforcement Employees, Meat and Poultry Inspectors and Meat and Poultry Inspector Trainees, IFPE)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Animal and Animal Products Investigator	01072	RC-029	14
Apiary Inspector	01215	RC-029	04
Apiary Inspector (hourly)	01215	RC-029	04H
Arson Investigator I (See Note)	01481	RC-029	16
Arson Investigator II (See Note)	01482	RC-029	18
Arson Investigator II (Lead Worker) (See Note)	01482	RC-029	19
Breath Alcohol Analysis Technician (See Note)	05170	RC-029	16
Commerce Commission Police Officer I (See Note)	08451	RC-029	16
Commerce Commission Police Officer II (See Note)	08452	RC-029	18
Commodities Inspector	08770	RC-029	10
Drug Compliance Investigator	12778	RC-029	25
Elevator Inspector	13495	RC-029	18.5
Environmental Protection Legal Investigator I (See Note)	13811	RC-029	12
Environmental Protection Legal Investigator II	13812	RC-029	14
Environmental Protection Legal Investigator Specialist	13815	RC-029	15
Explosives Inspector I	14051	RC-029	14

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Explosives Inspector II	14052	RC-029	17
Fingerprint Technician (See Note)	15204	RC-029	12
Fingerprint Technician Supervisor	15208	RC-029	17
Fire Prevention Inspector I	15316	RC-029	15
Fire Prevention Inspector II (See Note)	15317	RC-029	18
Fire Prevention Inspector Trainee (See Note)	15320	RC-029	12
Guard I	17681	RC-029	05
Guard II	17682	RC-029	08
Guard III	17683	RC-029	11
Licensing Assistant	23568	RC-029	07
Licensing Investigator I (See Note)	23571	RC-029	12
Licensing Investigator II	23572	RC-029	15
Licensing Investigator III (See Note)	23573	RC-029	16
Licensing Investigator IV (See Note)	23574	RC-029	18
Liquor Control Inspector	23741	RC-029	15
Liquor Control Inspector Trainee	23744	RC-029	12
Meat and Poultry Inspector	26070	RC-029	13.5
Meat and Poultry Inspector Trainee	26075	RC-029	09
Motorist Assistance Specialist	28490	RC-029	07
Plant and Pesticide Specialist I (See Note)	32501	RC-029	16
Plant and Pesticide Specialist II (See Note)	32502	RC-029	18
Plumbing Inspector (See Note)	32915	RC-029	19
Police Officer I (See Note)	32981	RC-029	16
Police Officer II (See Note)	32982	RC-029	18
Police Officer III (See Note)	32983	RC-029	20
Polygraph Examiner I (See Note)	33001	RC-029	18
Polygraph Examiner II (See Note)	33002	RC-029	20
Polygraph Examiner III (See Note)	33003	RC-029	22
Products and Standards Inspector	34603	RC-029	14
Security Officer (See Note)	39870	RC-029	12
Security Officer Sergeant (See Note)	39877	RC-029	13
Seed Analyst I	39951	RC-029	11
Seed Analyst II (See Note)	39952	RC-029	12
Site Security Officer	41115	RC-029	08
Truck Weighing Inspector (See Note)	46100	RC-029	12
Vehicle Compliance Inspector (See Note)	47570	RC-029	16
Vehicle Emissions Compliance Inspector (See Note)	47580	RC-029	12
Vehicle Emissions Quality Assurance Auditor (See Note)	47584	RC-029	13
Vital Records Quality Control Inspector (See Note)	48000	RC-029	12

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Warehouse Claims Specialist (See Note)	48780	RC-029	19
Warehouse Examiner	48881	RC-029	15
Warehouse Examiner Specialist	48882	RC-029	17
Well Inspector I	49421	RC-029	14
Well Inspector II	49422	RC-029	17

NOTES: Step Increases – Employees who have not attained Step 8 shall receive a step increase to the next step upon satisfactory completion of 12 months of creditable service.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Sub-Step Increases – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after July 1, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 per month increases effective July 1, 2020 and July 1, 2021.

Longevity Pay – Effective July 1, 1998, the Step 7 rate shall be increased \$50 per month for those employees (non-sworn) who attain 15 years of service and have three or more years of creditable service on Step 7 in the same pay grade. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees (non-sworn) who attain 10 years of service and have three or more years of creditable service at Step 8 in the same pay grade. Effective July 1, 2010, the Step 8 rate shall be increased \$75 per month for those employees (non-sworn) who attain 15 years of service and have three or more years of creditable service on Step 8. Effective July 1, 2013, the Step 8 rate shall be increased \$75 per month for those employees (non-sworn) who attain 10 years of service and have three of more years of creditable service at Step 8 in the same pay grade. Effective July 1, 2013, the Step 8 rate shall be increased \$100 per month for those employees (non-sworn) who attain 15 years of service and have three or more years of creditable service on Step 8. Effective July 1, 1998, employees in the following classifications: Arson Investigator I and II; Commerce Commission Police Officer I and II; and Police Officer I, II and III. Effective July 1, 2003, employees in the following classification: Arson Investigator I and II; Commerce Commission Police Officer I and II; and Police Officer I, II and III shall be placed in a longevity schedule receiving a salary increase of \$50 per month upon reaching 10 years, 13 years, 15 years and 17 years of service in the same classification series. Effective July 1, 2003 employees in the following classifications: Arson Investigator I and II; Commerce Commission Police Officer I and II; Police Officer I, II, and III shall be placed in a longevity schedule receiving a salary

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increase of \$50 per month upon reaching 10 years, 13 years, and 15 years' service in the same classification series. Employees shall be placed in a longevity schedule receiving a salary increase of \$75 per month upon reaching 17 years of service in the same classification series. Effective July 1, 2011, employees in the following classifications: Arson Investigator I and II; Commerce Commission Police Officer I and II; and Police Officer I, II and III shall be placed in a longevity schedule receiving a salary increase of \$50 per month upon reaching 10 years, 13 years, and 15 years of service in the same classification series. Employees shall be placed in a longevity schedule receiving a salary increase of \$100 per month upon reaching 17 years of service in the same classification series.

Pension Formula Change – An employee newly hired to a position that was previously covered by the alternative formula for pension benefits prior to January 1, 2011 and, effective January 1, 2011, is covered by the standard formula for pension benefits (see the Illinois Pension Code [40 ILCS 5/1-160(g) and 14-110(b)]) shall be placed on the Pay Plan Code B salary grade assigned to the classification to which the position is allocated. An employee newly hired is an employee hired on or after January 1, 2011 who has never been a member of the State Employees' Retirement System (SERS) or any other reciprocal retirement system. Other reciprocal retirement systems are the Chicago Teachers' Pension Fund, County Employees' Annuity and Benefit Fund of Cook County, Forest Preserve District Employees' Annuity and Benefit Fund of Cook County, General Assembly Retirement System (GARS), Illinois Municipal Retirement Fund (IMRF), Judges Retirement System (JRS), Laborers' Annuity and Benefit Fund of Chicago, Metropolitan Water Reclamation District Retirement Fund, Municipal Employees Annuity and Benefit Fund of Chicago, State Universities Retirement System (SURS) and Teachers' Retirement System of the State of Illinois (TRS).

Effective July 1, 2022
Bargaining Unit: RC-029

Pay Grade	Pay Plan Code	STEPS										
		1c	1b	1a	1	2	3	4	5	6	7	8
04	B	3110	3209	3311	3328	3416	3493	3590	3670	3828	3890	4046
04-H	B	17.87	18.44	19.03	19.13							
05	B	3195	3297	3400	3422	3507	3600	3687	3778	3936	4000	4161
07	B	3366	3473	3581	3609	3716	3823	3922	4034	4218	4291	4465
08	B	3469	3579	3691	3722	3834	3955	4060	4176	4375	4453	4632
09	B	3552	3666	3781	3813	3952	4103	4251	4401	4642	4733	4782
10	B	3705	3826	3944	3983	4101	4237	4370	4506	4735	4823	5016

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11	B	3832	3955	4079	4121	4253	4409	4551	4695	4942	5035	5240
12	B	3992	4121	4249	4298	4438	4605	4756	4930	5195	5294	5502
12	Q	4153	4289	4422	4475	4623	4799	4967	5146	5424	5534	5757
13	B	4140	4273	4407	4460	4629	4800	4977	5164	5451	5557	5779
13	Q	4306	4446	4585	4642	4827	5016	5200	5391	5696	5809	6043
13.5	B	4173	4307	4442	4496	4692	4878	5064	5260	5555	5668	5726
14	B	4318	4458	4599	4657	4839	5051	5234	5431	5748	5865	6101
15	B	4514	4659	4806	4870	5071	5269	5482	5686	6031	6144	6393
16	B	4722	4875	5029	5099	5325	5547	5779	6010	6364	6498	6756
16	Q	5146	5313	5480	5565	5799	6039	6282	6655	6787	6925	7203
17	B	4949	5110	5270	5351	5599	5834	6071	6317	6692	6830	7102
18	B	5215	5385	5555	5642	5906	6175	6423	6684	7083	7221	7515
18	Q	5697	5884	6070	6173	6453	6717	6983	7403	7550	7702	8007
18.5	B	5243	5413	5582	5672	5960	6243	6530	6809	7091	7524	7825
19	B	5505	5684	5863	5960	6243	6530	6809	7091	7524	7669	7978
19	Q	5884	6075	6265	6375	6658	6923	7189	7606	7753	7904	8219
20	B	5811	6000	6189	6296	6588	6900	7205	7504	7956	8114	8438
20	Q	6071	6265	6464	6580	6890	7215	7526	7841	8317	8479	8817
22	B	6486	6700	6912	7039	7385	7733	8093	8426	8952	9131	9497
22	Q	6775	6997	7217	7358	7720	8081	8454	8808	9356	9546	9926
25	B	7320	7559	7797	7955	8374	8774	9180	9595	10195	10400	10816

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE Q RC-061 (Conservation Police Officer Trainees and Conservation Police Officer I's and II's, Illinois Fraternal Order of Police Labor Council)

<u>Title</u>	<u>Title Code</u>	<u>Pay Plan Code</u>
Conservation Police Officer I	09341	Q
Conservation Police Officer II	09342	Q
Conservation Police Officer Trainee	09345	Q

NOTES: Longevity Bonuses – Effective January 1, 1991, employees shall receive a step increase to the next higher step upon satisfactory completion of 12 months creditable service in the current step and within the position classification, including successor title changes not involving pay grade changes. Effective July 1, 2000, employees covered by this Table Q shall receive longevity bonuses, pursuant to Schedule A, at the beginning of 9, 10, 12.5, 14, 15, 17.5, 20, 21, 22.5,

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and 25 years of service. Effective July 1, 2010, longevity bonuses will be increased by \$25 at each step for employees who attain 15 or more years of continuous service. Effective July 1, 2014, the longevity bonuses will be increased by \$25 at each step for employees who attain 21 or more years of continuous service.

Effective July 1, 2022
RC-061 Bargaining Unit

<u>Title</u>	<u>S T E P S</u>						
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Conservation Police Officer I	5603	5871	6295	6590	6899	7229	7229
Conservation Police Officer II			6391	6687	6994	7322	7322
Conservation Police Officer Trainee	4495	4673					

Longevity Bonus Rates

Conservation Police Officer I									
<u>9 Yrs</u>	<u>10 Yrs</u>	<u>12.5 Yrs</u>	<u>14 Yrs</u>	<u>15 Yrs</u>	<u>17.5 Yrs</u>	<u>20 Yrs</u>	<u>21 Yrs</u>	<u>22.5 Yrs</u>	<u>25 Yrs</u>
7572	8016	8213	8213	8336	8336	8336	8363	8363	8363
Conservation Police Officer II									
<u>9 Yrs</u>	<u>10 Yrs</u>	<u>12.5 Yrs</u>	<u>14 Yrs</u>	<u>15 Yrs</u>	<u>17.5 Yrs</u>	<u>20 Yrs</u>	<u>21 Yrs</u>	<u>22.5 Yrs</u>	<u>25 Yrs</u>
7666	8110	8311	8311	8820	9231	9668	9789	10241	10716

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE R RC-042 (Residual Maintenance Workers, AFSCME)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining</u>	<u>Pay Grade</u>
		<u>Unit</u>	
Building/Grounds Laborer	05598	RC-042	01
Building/Grounds Lead I	05601	RC-042	04
Building/Grounds Lead II	05602	RC-042	05
Building/Grounds Maintenance Worker	05613	RC-042	02
Building/Grounds Supervisor	05605	RC-042	07
Intermittent Laborer (Maintenance) (Hourly)	21687	RC-042	01H
Race Track Maintainer I	37551	RC-042	03
Race Track Maintainer II	37552	RC-042	06
Refrigeration & Air Conditioning Repairer	38119	RC-042	07

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Sign Shop Foreman

41000

RC-042

07

NOTES: Sub-Steps – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after May 20, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month with subsequent \$25 per month increases effective July 1, 2020 and July 1, 2021.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Pay – Effective January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002, the Step 8 rate shall be increased by \$50 per month. For employees not eligible for longevity pay on or before January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate shall be increased by \$50 per month. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010, the Step 8 rate shall be increased by \$75 per month. Effective July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$75 a month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$100 a month. Employees whose salaries are red-circled above the maximum Step rate continue to receive all applicable general increases and any other adjustments (except the longevity pay) provided for in an applicable collective bargaining agreement. For these employees, the longevity pay shall be limited to the amount that would increase the employee's salary to the amount that is equal

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to that of an employee on the maximum Step rate with the same number of years of continuous and creditable service. Employees receiving the longevity pay shall continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation.

Employees who are eligible for the increase provided for longevity pay on or before January 1, 2002, shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade.

Effective July 1, 2022
Bargaining Unit: RC-042

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
1	B	3710	3830	3947	3986	4122	4256	4410	4554	4696	4945	5142
1	Q	3856	3980	4103	4149	4296	4435	4594	4748	4897	5162	5367
1	S	3929	4056	4183	4231	4378	4520	4682	4837	4990	5254	5464
01H	B	22.74	23.48	24.20	24.44	25.27	26.09	27.03	27.92	28.79	30.31	31.52
01H	Q	23.64	24.40	25.15	25.43	26.34	27.19	28.16	29.11	30.02	31.64	32.90
01H	S	24.09	24.86	25.64	25.94	26.84	27.71	28.70	29.65	30.59	32.21	33.50
2	B	3856	3980	4103	4149	4300	4440	4607	4758	4932	5198	5404
2	Q	4009	4140	4268	4318	4477	4625	4802	4968	5146	5426	5644
2	S	4086	4217	4351	4402	4562	4712	4895	5061	5242	5524	5746
3	B	3998	4127	4256	4304	4462	4631	4804	4979	5166	5454	5669
3	Q	4159	4294	4429	4481	4644	4830	5018	5202	5393	5699	5928
3	S	4237	4374	4511	4567	4735	4923	5114	5294	5490	5798	6030
4	B	3998	4127	4256	4304	4462	4631	4804	4979	5166	5454	5669
4	Q	4159	4294	4429	4481	4644	4830	5018	5202	5393	5699	5928
4	S	4237	4374	4511	4567	4735	4923	5114	5294	5490	5798	6030
5	B	4326	4467	4607	4667	4872	5073	5270	5483	5690	6034	6271
5	Q	4512	4658	4805	4869	5082	5294	5507	5735	5946	6299	6556
5	S	4593	4742	4891	4957	5177	5387	5604	5832	6043	6400	6655
6	B	4326	4467	4607	4667	4872	5073	5270	5483	5690	6034	6271

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6	Q	4512	4658	4805	4869	5082	5294	5507	5735	5946	6299	6556
6	S	4593	4742	4891	4957	5177	5387	5604	5832	6043	6400	6655
7	B	4326	4467	4607	4667	4872	5073	5270	5483	5690	6034	6271
7	Q	4512	4658	4805	4869	5082	5294	5507	5735	5946	6299	6556
7	S	4593	4742	4891	4957	5177	5387	5604	5832	6043	6400	6655

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE S VR-704 (Departments of Corrections, Financial and Professional Regulation, Juvenile Justice and State Police Supervisors, Laborers' – ISEA Local #2002)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Clinical Services Supervisor (Public Service Administrator (PSA) Option 7 Clinical Service Supervisor function Department of Corrections (DOC) and Department of Juvenile Justice (DJJ))	08260	VR-704	24
Computer Evidence Recovery Specialist (formerly PSA Option 7 Computer Evidence Recovery Specialist function Department of State Police (ISP), non-sworn)	08980	VR-704	25
Corrections Command Center Supervisor (formerly PSA Option 7 Operations Center Supervisor function DOC and DJJ)	09500	VR-704	25
Corrections Family Services Coordinator (formerly PSA Option 7 Women and Family Services Coordinator function DOC)	09600	VR-704	25
Corrections Intelligence Program Unit Manager	09798	VR-704	24
Corrections Placement Resources Regional Supervisor (formerly PSA Option 7 District Supervisor function DOC)	09839	VR-704	24
Corrections Program Administrator (formerly PSA Option 7 Staff Assistant function DOC)	09849	VR-704	24
Corrections Psychologist Administrator (formerly PSA Option 8K Mental Health Professional function DOC)	09855	VR-704	25
Corrections Regional Mental Health Services Administrator (formerly PSA Option 8K Mental Health Professional function DOC)	09857	VR-704	25
Corrections Training Program Supervisor (formerly PSA Option 7 Training Supervisor function DOC and DJJ)	09860	VR-704	25

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Corrections Treatment Senior Security Supervisor	09867	VR-704	24
Corrections Unit Superintendent (formerly PSA Option 7 Superintendent function DOC)	09868	VR-704	25
Criminal Intelligence Analyst Supervisor (formerly PSA Option 7 Criminal Intelligence Analyst Supervisor function ISP, non-sworn)	10169	VR-704	25
Developmental Psychological Services Administrator (formerly PSA Option 8K Mental Health Professional function Department of Human Services (DHS) position)	12380	VR-704	25
Firearms Eligibility Administrator	15280	VR-704	25
Food Services Program Manager (DOC)	15800	VR-704	24
Forensic Science Administrator I (formerly PSA Option 7 Forensic Science Administrator function Forensic Bureau ISP)	15911	VR-704	24
Forensic Science Administrator II (formerly PSA Option 7 Forensic Science Administrator function Forensic Bureau ISP)	15912	VR-704	25
Forensic Science Administrator III	15913	VR-704	26
Internal Investigations Principal Evaluation Supervisor (formerly PSA Option 7 Office of Inspector General Investigator function DHS)	21735	VR-704	24
Internal Investigations Supervisor (formerly PSA Option 7 Office of Inspector General Investigator function DHS)	21740	VR-704	24
Juvenile Justice Chief of Security (formerly PSA Option 7 Chief of Security DJJ)	21965	VR-704	24
Juvenile Justice Psychologist Administrator (formerly PSA Option 8K Mental Health Professional function DOC and DJJ)	21967	VR-704	25
Juvenile Justice Unit Superintendent (formerly PSA Option 7 Superintendent function DJJ)	21985	VR-704	25
Law Enforcement Training Administrator (formerly PSA Option 7 Firearms Specialist function ISP, non-sworn)	23260	VR-704	25
Licensing Investigations Supervisor (formerly PSA Option 7 Chief of Medical Investigations, Chief of Health Related Investigations, Chief of Detective/Design Investigations, Chief of Probation Compliance and Chief of General Investigations functions Department of Financial and Professional Regulation (DFPR))	23577	VR-704	25
Narcotics and Currency Unit Supervisor (formerly PSA Option 7 Narcotics and Currency Unit Supervisor ISP,	28750	VR-704	25

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non-sworn)

Police Lieutenant	32977	VR-704	24
Public Service Administrator, Option 8L (DOC)	37015	VR-704	24
Sex Offender Registration Unit Supervisor (formerly PSA Option 7 Sex Offender Registry Supervisor ISP, non-sworn)	40700	VR-704	26
Shift Supervisor at Department of Corrections at Correctional Facilities or at Correctional Work Camps – Hired before or on June 30, 2014 (formerly PSA Option 7 Shift Commander function DOC and DJJ)	40800	VR-704	24
Shift Supervisor at Department of Corrections Correctional Work Camps – Hired on or after July 1, 2014 (formerly PSA Option 7 Shift Commander function DOC and DJJ)	40800	VR-704	22
State Police Inspector (formerly PSA Option 7 Inspector function ISP, sworn)	42100	VR-704	26

NOTES: Step Rates – The pay scale for bargaining unit employees accepting a position after April 1, 2013, shall be 5% lower than the salary grade established in the applicable collective bargaining agreement, except for Step 6 and Step 7, for which the pay scale will be lower by 3.5% and 2%, respectively. Upon reaching Step 8, an employee shall be paid the full Step 8 rate as established in the collective bargaining agreement.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Step Increases – Employees shall receive a step increase to the next higher step upon satisfactory completion of 12 months creditable service in a step.

Longevity Pay – Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010. For those employees who attain 15 years continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010, the Step 8 rate shall be increased by \$75 per month. Effective July 1, 2013, an employee on Step 8, having 10 years of continuous service and three years creditable service at Step 8, shall be paid an additional \$75 per month. An employee with 15 years continuous service and

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three years of creditable service at Step 8 shall receive an additional \$100 per month.

Hired Before or On March 31, 2013

Effective July 1, 2022 Bargaining Unit: VR-704

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
22	Q	6574	6784	6994	7361	7721	8083	8456	8813
22	S	6670	6883	7095	7453	7819	8180	8557	8914
24	B	7553	7954	8373	8773	9180	9593	10195	10602
24	Q	7896	8316	8748	9170	9590	10024	10656	11079
24	S	7994	8409	8843	9264	9689	10125	10749	11181
25	B	8051	8492	8939	9385	9831	10279	10939	11376
25	Q	8410	8872	9336	9811	10278	10741	11431	11889
25	S	8509	8972	9436	9904	10371	10835	11527	11991
26	B	8590	9060	9544	10025	10494	10964	11673	12139
26	Q	9005	9495	9997	10502	10992	11484	12229	12716

Hired On or After April 1, 2013

Effective July 1, 2022 Bargaining Unit: VR-704

Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
22	Q	6574	6784	6994	7361	7721	8083	8456	8813
22	S	6670	6883	7095	7453	7819	8180	8557	8914

24	B	7176	7556	7955	8335	8720	9256	9991	10602
24	Q	7500	7901	8310	8712	9110	9675	10443	11079
24	S	7596	7989	8402	8801	9204	9770	10534	11181
25	B	7650	8068	8492	8915	9339	9919	10720	11376
25	Q	7990	8428	8869	9320	9763	10365	11202	11889
25	S	8083	8523	8965	9409	9853	10455	11297	11991
26	B	8159	8608	9065	9524	9969	10579	11440	12139
26	Q	8556	9021	9498	9977	10443	11081	11984	12716

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE T HR-010 (Teachers of Deaf, IFT)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>
Educator	13100	HR-010	N
Educator-Career and Technical (Department of Human Services, Illinois School for the Deaf)	13103	HR-010	N

Effective August 16, 2021 Bargaining Unit: HR-010

Educational		S T E P S										
<u>Lane</u>	<u>Level</u>	<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
1	BA	3377	3489	3600	3711	3916	4128	4334	4555	4768	5229	5440
2	BA + 8 Hours	3484	3599	3713	3828	4033	4254	4475	4708	4930	5401	5617
3	BA + 16 Hours	3573	3689	3808	3926	4158	4391	4618	4840	5085	5578	5801
4	BA + 24 Hours	3673	3793	3915	4035	4281	4520	4759	5007	5244	5757	5990
5	MA	3786	3910	4035	4160	4403	4651	4899	5156	5398	5926	6163
6	MA + 16 Hours	3875	4003	4131	4258	4505	4753	5005	5263	5505	6041	6278
7	MA + 32 Hours	3993	4125	4256	4388	4634	4886	5141	5397	5644	6186	6435

Effective August 16, 2022 Bargaining Unit: HR-010

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<u>Lane</u>	<u>Educational Level</u>	<u>S T E P S</u>										
		<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
1	BA	3510	3627	3742	3858	4071	4291	4505	4735	4956	5436	5655
2	BA + 8 Hours	3622	3741	3860	3979	4192	4422	4652	4894	5125	5614	5839
3	BA + 16 Hours	3714	3835	3958	4081	4322	4564	4800	5031	5286	5798	6030
4	BA + 24 Hours	3818	3943	4070	4194	4450	4699	4947	5205	5451	5984	6227
5	MA	3936	4064	4194	4324	4577	4835	5093	5360	5611	6160	6406
6	MA + 16 Hours	4028	4161	4294	4426	4683	4941	5203	5471	5722	6280	6526
7	MA + 32 Hours	4151	4288	4424	4561	4817	5079	5344	5610	5867	6430	6689

NOTES: General Increases – The pay rates for all bargaining unit classifications and steps shall be increased: by 1.50%, effective January 1, 2020; by 2.10%, effective August 16, 2020; by 3.95%, effective August 16, 2021; and by 3.95%, effective August 16, 2022. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Pay – Effective August 16, 2000, the Step 7 was increased by \$25 per month for the employees who attained 10 years of continuous service and have three or more years of creditable service on Step 7 in the same pay grade. Effective August 16, 2004, the Step 8 rate was increased by \$25 per month for the employees who attained 10 years of continuous service and have three years or more years of creditable service on Step 8 in the same or higher pay grade. For the employees who attained 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate was raised by \$50 per month. Longevity is paid each month per calendar year. Effective August 16, 2010, the Step 8 was raised by \$50 per month for the employees who attained 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before August 16, 2010. For the employees who attained 15 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before August 16, 2010, the Step 8 rate was increased by \$75 per month. Effective August 16, 2013, the Step 8 was raised by \$25 per month to \$75 per month for the employees who attained 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before August 16, 2013. For the employees who attained 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before August 16, 2013, the Step 8 rate was increased by \$25 per month to \$100 per month. Employees who are eligible for longevity on or before January 1, 2002 shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade. Employees not eligible for longevity pay on or before the date they are placed on Step 8 shall begin to receive longevity pay after three years or more of creditable service on Step 8.

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(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE U HR-010 (Teachers of Deaf, Extracurricular Paid Activities)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>
Educator	13100	HR-010	N

**Extracurricular Activities Pay Schedule
Effective July 1, 2015**

<u>Classification I</u>	<u>Per Year</u>
High School Head Coaches:	
Basketball – Boys	3224
Basketball – Girls	3224
Football	3224
Track – Boys	3224
Track – Girls	3224
Volleyball	3224
Wrestling	3224
Other Activities:	
Junior Class Sponsors	3224
Senior Class Sponsors	3224

<u>Classification II</u>	<u>Per Year</u>
High School Assistant Coaches:	
Basketball – Boys	2035
Basketball – Girls	2035
Football	2035
Track – Boys	2035
Track – Girls	2035
Volleyball	2035
Wrestling	2035
Junior High School Head Coaches:	
7 th Grade Basketball – Boys	2035

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8 th Grade Basketball – Boys	2035
7 th Grade Basketball – Girls	2035
8 th Grade Basketball – Girls	2035
Track – Boys	2035
Track – Girls	2035
Volleyball	2035
Wrestling	2035
Football	2035
Cheerleading Sponsor:	
High School Basketball	2035

<u>Classification III</u>	<u>Per Year</u>
High School Assistant Coaches:	
Track – Boys	1283
Track – Girls	1283
Junior High School Assistant Coaches:	
Track – Boys	1283
Track – Girls	1283
Volleyball	1283
Wrestling	1283
Cheerleading Sponsors:	
Football Cheerleading Sponsor	1283
Jr. High School Cheerleading Sponsor	1283
Other Activities:	
High School Lunchroom Supervisors	1283
Jr. High School Lunchroom Supervisors	1283

<u>Classification V</u>	<u>Per Year</u>
Special Olympics Coaches:	
Volleyball	751
Basketball	751
Student Body Government	751

<u>Scorekeepers and Timers</u>	<u>Per Event</u>
---------------------------------------	-----------------------------

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Basketball Scorer	44
Basketball Timer	44
Football Scorer	44
Football Timer	44
Wrestling Scorer	44
Wrestling Timer	44
Volleyball Scorer	37
Volleyball Timer	37
Ticket Sellers	32
Football Chain Crew	27

(Source: Amended by peremptory rulemaking at 40 Ill. Reg. 9658, effective June 30, 2016)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE V CU-500 (Supervisory Employees in Corrections and Juvenile Justice, AFSCME)**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Correctional Casework Supervisor	09655	CU-500	20
Correctional Lieutenant	09673	CU-500	19
Corrections Clerk III	09773	CU-500	16
Corrections Food Service Supervisor III	09795	CU-500	18
Corrections Identification Supervisor	09800	CU-500	19
Corrections Industry Supervisor	09807	CU-500	18
Corrections Laundry Manager II	09809	CU-500	17
Corrections Leisure Activity Specialist IV	09814	CU-500	20
Corrections Maintenance Supervisor	09822	CU-500	17
Corrections Residence Counselor II	09838	CU-500	17
Corrections Supply Supervisor III	09863	CU-500	18
Corrections Treatment Officer Supervisor	09865	CU-500	21
Juvenile Justice Supervisor	21980	CU-500	21
Juvenile Justice Youth and Family Specialist Supervisor	21995	CU-500	22
Property and Supply Clerk III	34793	CU-500	08
Public Service Administrator, Option 7	37015	CU-500	24
Storekeeper III	43053	CU-500	13

NOTES: Sub-Steps – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after May 20, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 per month

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increases effective July 1, 2020 and July 1, 2021.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Pay – Effective July 1, 2013 and 2014, the pay rates for all unit classifications and steps shall be increased by 2%. Effective July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$75 per month for those employees who attain 10 years of continuous service and three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$100 per month.

Effective July 1, 2022
Bargaining Unit: CU-500

<u>Pay Grade</u>	<u>Pay Plan Code</u>	<u>S T E P S</u>										
		<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
08	Q	3576	3691	3806	3840	3959	4077	4206	4319	4444	4646	4835
13	Q	4239	4375	4514	4569	4738	4926	5116	5295	5493	5800	6033
16	Q	4812	4968	5122	5198	5424	5667	5902	6137	6390	6749	7021
16	S	4894	5053	5212	5290	5522	5765	5996	6237	6483	6849	7123
17	Q	5032	5195	5358	5441	5694	5952	6199	6451	6707	7102	7384
17	S	5120	5286	5452	5536	5791	6049	6295	6548	6799	7197	7485
18	Q	5287	5458	5631	5721	5997	6272	6556	6818	7090	7504	7806
18	S	5380	5556	5731	5824	6096	6371	6651	6919	7185	7604	7909
19	Q	5573	5752	5936	6035	6337	6626	6932	7219	7520	7964	8283
19	S	5659	5843	6026	6129	6427	6721	7030	7314	7614	8062	8387
20	Q	5876	6068	6259	6369	6680	6991	7316	7628	7941	8416	8753

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20	S	5966	6158	6352	6466	6782	7091	7417	7731	8038	8515	8858
21	Q	6191	6394	6596	6715	7058	7388	7735	8081	8415	8932	9289
21	S	6284	6486	6692	6815	7152	7490	7831	8181	8509	9029	9391
22	Q	6442	6651	6861	6989	7350	7439	8062	8430	8781	9317	9686
22	S	6532	6746	6956	7089	7441	7802	8155	8527	8876	9414	9788
24	Q	7361	7602	7841	7999	8420	8851	9271	9694	10128	10758	11191
24	S	7447	7689	7932	8095	8511	8948	9370	9790	10228	10855	11289

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

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Section 310.TABLE W RC-062 (Technical Employees, AFSCME)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Accountant	00130	RC-062	14
Accountant Advanced	00133	RC-062	16
Accountant Supervisor	00135	RC-062	18
Accounting and Fiscal Administration Career Trainee	00140	RC-062	12
Activity Therapist	00157	RC-062	15
Activity Therapist Coordinator	00160	RC-062	17
Activity Therapist Supervisor	00163	RC-062	20
Actuarial Assistant	00187	RC-062	16
Actuarial Examiner	00195	RC-062	16
Actuarial Examiner Trainee	00196	RC-062	13
Actuarial Senior Examiner	00197	RC-062	19
Actuary I	00201	RC-062	20
Actuary II	00202	RC-062	24
Agricultural Market News Assistant	00804	RC-062	12
Agricultural Marketing Reporter	00807	RC-062	18
Agricultural Marketing Representative	00810	RC-062	18
Agriculture Land and Water Resource Specialist I	00831	RC-062	14
Agriculture Land and Water Resource Specialist II	00832	RC-062	17
Agriculture Land and Water Resource Specialist III	00833	RC-062	20
Aircraft Pilot I	00955	RC-062	19
Aircraft Pilot II	00956	RC-062	22
Aircraft Pilot II – Dual Rating	00957	RC-062	23
Amusement Ride Safety Inspector	01061	RC-062	16

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Appraisal Specialist I	01251	RC-062	14
Appraisal Specialist II	01252	RC-062	16
Appraisal Specialist III	01253	RC-062	18
Arts Council Associate	01523	RC-062	12
Arts Council Program Coordinator	01526	RC-062	18
Arts Council Program Representative	01527	RC-062	15
Assignment Coordinator	01530	RC-062	20
Bank Examiner I	04131	RC-062	16
Bank Examiner II	04132	RC-062	19
Bank Examiner III	04133	RC-062	22
Behavioral Analyst Associate	04355	RC-062	15
Behavioral Analyst I	04351	RC-062	17
Behavioral Analyst II	04352	RC-062	19
Boiler Safety Supervisor	04914	RC-062	24
Business Administrative Specialist	05810	RC-062	16
Business Manager	05815	RC-062	18
Buyer	05900	RC-062	18
Cancer Registrar I	05951	RC-062	14
Cancer Registrar II	05952	RC-062	16
Cancer Registrar III	05953	RC-062	20
Cancer Registrar Assistant Manager	05954	RC-062	22
Cancer Registrar Manager	05955	RC-062	24
Capital Development Board Account Technician	06515	RC-062	11
Capital Development Board Art in Architecture Technician	06533	RC-062	12
Capital Development Board Construction Support Analyst	06520	RC-062	11
Capital Development Board Project Technician	06530	RC-062	12
Chemist I	06941	RC-062	16
Chemist II	06942	RC-062	19
Chemist III	06943	RC-062	21
Child Protection Advanced Specialist	07161	RC-062	19
Child Protection Associate Specialist	07162	RC-062	16
Child Protection Specialist	07163	RC-062	18
Child Support Specialist I	07198	RC-062	16
Child Support Specialist II	07199	RC-062	17
Child Support Specialist Trainee	07200	RC-062	12
Child Welfare Associate Specialist	07216	RC-062	16
Child Welfare Staff Development Coordinator IV	07204	RC-062	22
Children and Family Service Intern – Option I	07241	RC-062	12
Children and Family Service Intern – Option II	07242	RC-062	15
Clinical Laboratory Technologist I	08220	RC-062	18
Clinical Laboratory Technologist II	08221	RC-062	19

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Clinical Laboratory Technologist Trainee	08229	RC-062	14
Communications Systems Specialist	08860	RC-062	23
Community Management Specialist I	08891	RC-062	15
Community Management Specialist II	08892	RC-062	17
Community Management Specialist III	08893	RC-062	19
Community Planner I	08901	RC-062	15
Community Planner II	08902	RC-062	17
Community Planner III	08903	RC-062	19
Conservation Education Representative	09300	RC-062	12
Conservation Grant Administrator I	09311	RC-062	18
Conservation Grant Administrator II	09312	RC-062	20
Conservation Grant Administrator III	09313	RC-062	22
Construction Program Assistant	09525	RC-062	12
Correctional Counselor I	09661	RC-062	15
Correctional Counselor II	09662	RC-062	17
Correctional Counselor III	09663	RC-062	19
Corrections Apprehension Specialist	09750	RC-062	19
Corrections Industries Marketing Representative	09803	RC-062	17
Corrections Law Library Assistant	09819	RC-062	14
Corrections Leisure Activities Specialist I	09811	RC-062	15
Corrections Leisure Activities Specialist II	09812	RC-062	17
Corrections Leisure Activities Specialist III	09813	RC-062	19
Corrections Parole Agent	09842	RC-062	17
Corrections Senior Parole Agent	09844	RC-062	19
Criminal Intelligence Analyst I	10161	RC-062	18
Criminal Intelligence Analyst II	10162	RC-062	20
Criminal Intelligence Analyst Specialist	10165	RC-062	22
Criminal Justice Specialist I	10231	RC-062	16
Criminal Justice Specialist II	10232	RC-062	20
Criminal Justice Specialist Trainee	10236	RC-062	13
Curator of the Lincoln Collection	10750	RC-062	16
Data Processing Supervisor I	11435	RC-062	11
Data Processing Supervisor II	11436	RC-062	14
Data Processing Supervisor III	11437	RC-062	18
Day Care Licensing Representative I	11471	RC-062	16
Developmental Disabilities Council Program Planner I	12361	RC-062	12
Developmental Disabilities Council Program Planner II	12362	RC-062	16
Developmental Disabilities Council Program Planner III	12363	RC-062	18
Dietary Manager I	12501	RC-062	16
Dietary Manager II	12502	RC-062	18

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Dietitian	12510	RC-062	15
Disability Appeals Officer	12530	RC-062	22
Disability Claims Adjudicator I	12537	RC-062	16
Disability Claims Adjudicator II	12538	RC-062	18
Disability Claims Adjudicator Trainee	12539	RC-062	13
Disability Claims Analyst	12540	RC-062	21
Disability Claims Specialist	12558	RC-062	19
Disability Rights Manager	12560	RC-062	19
Disaster Services Planner	12585	RC-062	19
Document Examiner	12640	RC-062	22
Economic Development Representative I	12931	RC-062	17
Economic Development Representative II	12932	RC-062	19
Educational Diagnostician	12965	RC-062	12
Employee Benefits Specialist	13556	RC-062	16
Employment Security Field Office Supervisor	13600	RC-062	20
Employment Security Manpower Representative I	13621	RC-062	12
Employment Security Manpower Representative II	13622	RC-062	14
Employment Security Program Representative	13650	RC-062	14
Employment Security Program Representative – Intermittent	13651	RC-062	14H
Employment Security Service Representative	13667	RC-062	16
Employment Security Service Representative (Intermittent)	13667	RC-062	16H
Employment Security Specialist I	13671	RC-062	14
Employment Security Specialist II	13672	RC-062	16
Employment Security Specialist III	13673	RC-062	19
Employment Security Tax Auditor I	13681	RC-062	17
Employment Security Tax Auditor II	13682	RC-062	19
Energy and Natural Resources Specialist I	13711	RC-062	15
Energy and Natural Resources Specialist II	13712	RC-062	17
Energy and Natural Resources Specialist III	13713	RC-062	19
Energy and Natural Resources Specialist Trainee	13715	RC-062	12
Engineering Technician IV (Department of Public Health)	13734	RC-062	18
Environmental Health Specialist I	13768	RC-062	14
Environmental Health Specialist II	13769	RC-062	16
Environmental Health Specialist III	13770	RC-062	18
Environmental Protection Associate	13785	RC-062	12
Environmental Protection Specialist I	13821	RC-062	14
Environmental Protection Specialist II	13822	RC-062	16
Environmental Protection Specialist III	13823	RC-062	18
Environmental Protection Specialist IV	13824	RC-062	22
Equal Pay Specialist	13837	RC-062	17

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Executive I	13851	RC-062	18
Executive II	13852	RC-062	20
Financial Institutions Examiner I	14971	RC-062	16
Financial Institutions Examiner II	14972	RC-062	19
Financial Institutions Examiner III	14973	RC-062	22
Financial Institutions Examiner Trainee	14978	RC-062	13
Firearms Eligibility Analyst I	15371	RC-062	13
Firearms Eligibility Analyst II	15372	RC-062	16
Firearms Eligibility Analyst Trainee	15375	RC-062	11
Fire Protection Specialist I	15351	RC-062	16
Flight Safety Coordinator	15640	RC-062	22
Forensic Scientist I	15891	RC-062	18
Forensic Scientist II	15892	RC-062	20
Forensic Scientist III	15893	RC-062	22
Forensic Scientist Trainee	15897	RC-062	15
Gaming Licensing Analyst	17171	RC-062	15
Gaming Licensing Specialist	17172	RC-062	17
Gaming Operations Supervisor	17181	RC-062	26
Gaming Senior Special Agent	17191	RC-062	23
Gaming Shift Supervisor	17187	RC-062	24
Gaming Special Agent	17192	RC-062	19
Gaming Special Agent Trainee	17195	RC-062	14
Gaming Unit Supervisor	17201	RC-062	26
Guardianship Representative	17710	RC-062	17
Habilitation Program Coordinator	17960	RC-062	17
Handicapped Services Representative I	17981	RC-062	11
Health Facilities Surveyor I	18011	RC-062	16
Health Facilities Surveyor II	18012	RC-062	19
Health Facilities Surveyor III	18013	RC-062	20
Health Information Administrator	18041	RC-062	15
Health Services Investigator I – Opt. A	18181	RC-062	19
Health Services Investigator II – Opt. A	18185	RC-062	22
Health Services Investigator II – Opt. C	18187	RC-062	25
Historical Actor (Abraham Lincoln Presidential Library and Museum)	18977	RC-062	16
Historical Documents Conservator	18984	RC-062	13
Historical Documents Conservator I	18981	RC-062	13
Historical Exhibits Designer	18985	RC-062	15
Historical Research Editor	19006	RC-062	14
Historical Research Editor II	19002	RC-062	14
Human Relations Representative	19670	RC-062	16
Human Resources Representative	19692	RC-062	17
Human Resources Specialist	19693	RC-062	20

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Human Rights Investigator I	19774	RC-062	16
Human Rights Investigator II	19775	RC-062	18
Human Rights Investigator III	19776	RC-062	19
Human Rights Investigator Trainee	19768	RC-062	12
Human Rights Mediator	19771	RC-062	17
Human Rights Specialist I	19778	RC-062	14
Human Rights Specialist II	19779	RC-062	16
Human Rights Specialist III	19780	RC-062	18
Human Services Casework Manager	19788	RC-062	20
Human Services Caseworker	19785	RC-062	16
Human Services Grants Coordinator I	19791	RC-062	14
Human Services Grants Coordinator II	19792	RC-062	17
Human Services Grants Coordinator III	19793	RC-062	20
Human Services Grants Coordinator Trainee	19796	RC-062	12
Human Services Sign Language Interpreter	19810	RC-062	16
Iconographer	19880	RC-062	12
Industrial and Community Development Representative I	21051	RC-062	17
Industrial and Community Development Representative II	21052	RC-062	19
Industrial Services Consultant I	21121	RC-062	14
Industrial Services Consultant II	21122	RC-062	16
Industrial Services Consultant Trainee	21125	RC-062	11
Industrial Services Hygienist	21127	RC-062	19
Industrial Services Hygienist Technician	21130	RC-062	16
Industrial Services Hygienist Trainee	21133	RC-062	12
Information Technology/Communication Systems Specialist I	21216	RC-062	19
Information Technology/Communication Systems Specialist II	21217	RC-062	24
Instrument Designer	21500	RC-062	18
Insurance Analyst III	21563	RC-062	14
Insurance Analyst IV	21564	RC-062	16
Insurance Analyst Specialist	21572	RC-062	14
Insurance Company Claims Examiner II	21602	RC-062	19
Insurance Company Field Staff Examiner	21608	RC-062	16
Insurance Company Financial Examiner Trainee	21610	RC-062	13
Insurance Financial Specialist, Department of Insurance	21613	RC-062	20
Insurance Performance Examiner I	21671	RC-062	14
Insurance Performance Examiner II	21672	RC-062	17
Insurance Performance Examiner III	21673	RC-062	20
Insurance Senior Analyst	21573	RC-062	16

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Intermittent Unemployment Insurance			
Representative	21689	RC-062	12H
Internal Auditor I	21721	RC-062	17
Internal Auditor II	21727	RC-062	20
Internal Auditor Trainee	21726	RC-062	13
Internal Security Investigator I, not Department of Corrections	21731	RC-062	18
Internal Security Investigator II, not Department of Corrections	21732	RC-062	21
International Marketing Representative I, Department of Agriculture	21761	RC-062	14
Juvenile Justice Youth and Family Specialist, Option 1	21991	RC-062	18
Juvenile Justice Youth and Family Specialist, Option 2	21992	RC-062	20
KidCare Supervisor	22003	RC-062	20
Labor Conciliator	22750	RC-062	20
Laboratory Equipment Specialist	22990	RC-062	18
Laboratory Quality Specialist I	23021	RC-062	19
Laboratory Quality Specialist II	23022	RC-062	21
Laboratory Research Specialist I	23027	RC-062	19
Laboratory Research Specialist II	23028	RC-062	21
Land Acquisition Agent I	23091	RC-062	15
Land Acquisition Agent II	23092	RC-062	18
Land Acquisition Agent III	23093	RC-062	21
Land Reclamation Specialist I	23131	RC-062	14
Land Reclamation Specialist II	23132	RC-062	17
Liability Claims Adjuster I	23371	RC-062	14
Liability Claims Adjuster II	23372	RC-062	18
Library Associate	23430	RC-062	12
Liquor Control Investigator	23753	RC-062	19
Liquor Control Investigator Trainee	23756	RC-062	14
Life Sciences Career Trainee	23600	RC-062	12
Local Historical Services Representative	24000	RC-062	17
Local Housing Advisor I	24031	RC-062	14
Local Housing Advisor II	24032	RC-062	16
Local Housing Advisor III	24033	RC-062	18
Local Revenue and Fiscal Advisor I	24101	RC-062	15
Local Revenue and Fiscal Advisor II	24102	RC-062	17
Local Revenue and Fiscal Advisor III	24103	RC-062	19
Lottery Regional Coordinator	24504	RC-062	19
Lottery Sales Representative	24515	RC-062	16
Management Operations Analyst I	25541	RC-062	18

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Management Operations Analyst II	25542	RC-062	20
Manpower Planner I	25591	RC-062	14
Manpower Planner II	25592	RC-062	17
Manpower Planner III	25593	RC-062	20
Manpower Planner Trainee	25597	RC-062	12
Medical Assistance Consultant I	26501	RC-062	13
Medical Assistance Consultant II	26502	RC-062	16
Medical Assistance Consultant III	26503	RC-062	19
Mental Health Administrator I	26811	RC-062	18
Mental Health Administrator II	26812	RC-062	20
Mental Health Administrator Trainee	26817	RC-062	16
Mental Health Recovery Support Specialist I	26921	RC-062	17
Mental Health Recovery Support Specialist II	26922	RC-062	18
Mental Health Specialist I	26924	RC-062	12
Mental Health Specialist II	26925	RC-062	14
Mental Health Specialist III	26926	RC-062	16
Mental Health Specialist Trainee	26928	RC-062	11
Meteorologist	27120	RC-062	18
Methods and Procedures Advisor I	27131	RC-062	14
Methods and Procedures Advisor II	27132	RC-062	16
Methods and Procedures Advisor III	27133	RC-062	20
Methods and Procedures Career Associate I	27135	RC-062	11
Methods and Procedures Career Associate II	27136	RC-062	12
Methods and Procedures Career Associate Trainee	27137	RC-062	09
Metrologist Associate	27146	RC-062	15
Microbiologist I	27151	RC-062	16
Microbiologist II	27152	RC-062	19
Museum Theater Systems Technician (Abraham Lincoln Presidential Library and Museum)	28700	RC-062	15
Natural Resources Advanced Specialist	28833	RC-062	20
Natural Resources Coordinator	28831	RC-062	15
Natural Resources Specialist	28832	RC-062	18
Oral Health Consultant	30317	RC-062	18
Paralegal Assistant	30860	RC-062	14
Pension and Death Benefits Technician I	30961	RC-062	12
Pension and Death Benefits Technician II	30962	RC-062	19
Plumbing Consultant (Department of Public Health)	32910	RC-062	22
Police Training Specialist	32990	RC-062	17
Private Secretary I	34201	RC-062	16
Program Integrity Auditor I	34631	RC-062	16
Program Integrity Auditor II	34632	RC-062	19
Program Integrity Auditor Trainee	34635	RC-062	12
Property Consultant	34900	RC-062	15

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Public Aid Investigator	35870	RC-062	19
Public Aid Investigator Trainee	35874	RC-062	14
Public Aid Lead Casework Specialist	35880	RC-062	17
Public Aid Program Quality Analyst	35890	RC-062	19
Public Aid Quality Control Reviewer	35892	RC-062	17
Public Aid Quality Control Supervisor	35900	RC-062	19
Public Aid Staff Development Specialist I	36071	RC-062	15
Public Aid Staff Development Specialist II	36072	RC-062	17
Public Health Educator Associate	36434	RC-062	14
Public Health Program Specialist I	36611	RC-062	14
Public Health Program Specialist II	36612	RC-062	16
Public Health Program Specialist III	36613	RC-062	19
Public Health Program Specialist Trainee	36615	RC-062	12
Public Information Coordinator	36750	RC-062	18
Public Information Officer III	37003	RC-062	19
Public Information Officer IV	37004	RC-062	21
Public Safety Drug Screening Specialist	37006	RC-062	17
Public Safety Inspector	37007	RC-062	16
Public Safety Inspector Trainee	37010	RC-062	10
Public Service Administrator, Option 8Z	37015	RC-062	19
Public Service Administrator, Options 2, 6, 7 Gaming Board and Departments of Healthcare and Family Services and Revenue, 8C, 9A and 9B	37015	RC-062	24
Public Service Administrator, Options 8B and 8Y	37015	RC-062	23
Railroad Safety Specialist I	37601	RC-062	19
Railroad Safety Specialist II	37602	RC-062	21
Railroad Safety Specialist III	37603	RC-062	23
Railroad Safety Specialist IV	37604	RC-062	25
Real Estate Investigator	37730	RC-062	19
Real Estate Professions Examiner	37760	RC-062	22
Recreation Worker I	38001	RC-062	12
Recreation Worker II	38002	RC-062	14
Rehabilitation Counselor	38145	RC-062	17
Rehabilitation Counselor Senior	38158	RC-062	19
Rehabilitation Counselor Trainee	38159	RC-062	15
Rehabilitation Services Advisor I	38176	RC-062	20
Rehabilitation Workshop Supervisor I	38194	RC-062	12
Rehabilitation Workshop Supervisor II	38195	RC-062	14
Rehabilitation Workshop Supervisor III	38196	RC-062	16
Reimbursement Officer I	38199	RC-062	14
Reimbursement Officer II	38200	RC-062	16
Research Economist	38209	RC-062	18
Research Scientist I	38231	RC-062	13

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Research Scientist II	38232	RC-062	16
Research Scientist III	38233	RC-062	20
Residential Services Supervisor	38280	RC-062	15
Resource Planner I	38281	RC-062	17
Resource Planner II	38282	RC-062	19
Resource Planner III	38283	RC-062	22
Retirement Benefits Representative (State Retirement Systems)	38313	RC-062	12
Retirement Benefits Representative Supervisor (State Retirement Systems)	38314	RC-062	14
Retirement Benefits Representative Trainee (State Retirement Systems)	38316	RC-062	10
Retirement System Benefits Technician I	38321	RC-062	14
Retirement System Benefits Technician II	38322	RC-062	19
Retirement System Disability Specialist	38310	RC-062	19
Revenue Audit Supervisor	38369	RC-062	25
Revenue Audit Supervisor (states other than IL and not assigned to RC-062-29 – Hired prior to April 1, 2013)	38369	RC-062	27
Revenue Audit Supervisor (See contract – Hired prior to April 1, 2013)	38369	RC-062	29
Revenue Auditor I	38371	RC-062	16
Revenue Auditor I (states other than IL and not assigned to RC-062-21 – Hired prior to April 1, 2013)	38371	RC-062	19
Revenue Auditor I (See contract – Hired prior to April 1, 2013)	38371	RC-062	21
Revenue Auditor II	38372	RC-062	19
Revenue Auditor II (states other than IL and not assigned to RC-062-24 – Hired prior to April 1, 2013)	38372	RC-062	22
Revenue Auditor II (See contract – Hired prior to April 1, 2013)	38372	RC-062	24
Revenue Auditor III	38373	RC-062	22
Revenue Auditor III (states other than IL and not assigned to RC-062-26 – Hired prior to April 1, 2013)	38373	RC-062	24
Revenue Auditor III (See contract – Hired prior to April 1, 2013)	38373	RC-062	26
Revenue Auditor Trainee	38375	RC-062	12
Revenue Auditor Trainee (states other than IL and not assigned to RC-062-15 – Hired prior to April 1, 2013)	38375	RC-062	13

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Revenue Auditor Trainee (See contract – Hired prior to April 1, 2013)	38375	RC-062	15
Revenue Collection Officer I	38401	RC-062	15
Revenue Collection Officer II	38402	RC-062	17
Revenue Collection Officer III	38403	RC-062	19
Revenue Collection Officer Trainee	38405	RC-062	12
Revenue Computer Audit Specialist	38425	RC-062	23
Revenue Computer Audit Specialist (states other than IL and not assigned to RC-062-27 – Hired prior to April 1, 2013)	38425	RC-062	25
Revenue Computer Audit Specialist (See contract – Hired prior to April 1, 2013)	38425	RC-062	27
Revenue Senior Special Agent	38557	RC-062	23
Revenue Special Agent	38558	RC-062	19
Revenue Special Agent Trainee	38565	RC-062	14
Revenue Tax Specialist I	38571	RC-062	12
Revenue Tax Specialist II (IL)	38572	RC-062	14
Revenue Tax Specialist II (states other than IL, CA or NJ)	38572	RC-062	17
Revenue Tax Specialist II (CA or NJ)	38572	RC-062	19
Revenue Tax Specialist III	38573	RC-062	17
Revenue Tax Specialist Trainee	38575	RC-062	10
Sex Offender Therapist I	40531	RC-062	17
Sex Offender Therapist II	40532	RC-062	19
Site Assistant Superintendent I	41071	RC-062	15
Site Assistant Superintendent II	41072	RC-062	17
Site Interpretive Coordinator	41093	RC-062	13
Site Services Specialist I	41117	RC-062	15
Site Services Specialist II	41118	RC-062	17
Social Service Consultant I	41301	RC-062	18
Social Service Consultant II	41302	RC-062	19
Social Service Program Planner I	41311	RC-062	15
Social Service Program Planner II	41312	RC-062	17
Social Service Program Planner III	41313	RC-062	20
Social Service Program Planner IV	41314	RC-062	22
Social Services Career Trainee	41320	RC-062	12
Social Worker I	41411	RC-062	17
Staff Development Specialist I	41771	RC-062	18
Staff Development Technician I	41781	RC-062	12
Staff Development Technician II	41782	RC-062	15
State Mine Inspector	42230	RC-062	19
State Mine Inspector-at-Large	42240	RC-062	21
State Police Field Specialist I	42001	RC-062	18

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State Police Field Specialist II	42002	RC-062	20
Statistical Research Specialist I	42741	RC-062	12
Statistical Research Specialist II	42742	RC-062	14
Statistical Research Specialist III	42743	RC-062	17
Storage Tank Safety Specialist	43005	RC-062	18
Telecommunications Specialist	45295	RC-062	15
Telecommunications Systems Analyst	45308	RC-062	17
Telecommunications Systems Technician I	45312	RC-062	10
Telecommunications Systems Technician II	45313	RC-062	13
Terrorism Research Specialist I	45371	RC-062	18
Terrorism Research Specialist II	45372	RC-062	20
Terrorism Research Specialist III	45373	RC-062	22
Terrorism Research Specialist Trainee	45375	RC-062	14
Unemployment Insurance Adjudicator I	47001	RC-062	11
Unemployment Insurance Adjudicator II	47002	RC-062	13
Unemployment Insurance Adjudicator III	47003	RC-062	15
Unemployment Insurance Revenue Analyst I	47081	RC-062	15
Unemployment Insurance Revenue Analyst II	47082	RC-062	17
Unemployment Insurance Revenue Specialist	47087	RC-062	13
Unemployment Insurance Special Agent	47096	RC-062	18
Vehicle Emission Compliance Supervisor, Environmental Protection Agency	47583	RC-062	15
Veterans Educational Specialist	47686	RC-062	22
Veterans Educational Specialist I	47681	RC-062	15
Veterans Educational Specialist II	47682	RC-062	17
Veterans Educational Specialist III	47683	RC-062	21
Veterans Employment Representative I	47701	RC-062	14
Veterans Employment Representative II	47702	RC-062	16
Volunteer Services Coordinator I	48481	RC-062	13
Volunteer Services Coordinator II	48482	RC-062	16
Volunteer Services Coordinator III	48483	RC-062	18
Wage Claims Specialist	48770	RC-062	09
Weatherization Specialist I	49101	RC-062	14
Weatherization Specialist II	49102	RC-062	17
Weatherization Specialist III	49103	RC-062	20
Weatherization Specialist Trainee	49105	RC-062	12
Workers Compensation Insurance Compliance Investigator	49640	RC-062	20

NOTES: Sub-Steps – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after May 20, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 per month increases effective July 1, 2020 and July 1, 2021.

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General Increases – Pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Pay – Effective January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002, the Step 8 rate shall be increased by \$50 per month. For employees not eligible for longevity pay on or before January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate shall be increased by \$50 per month. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010, the Step 8 rate shall be increased by \$75 per month. Effective July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$75 a month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$100 a month. Employees whose salaries are red-circled above the maximum Step rate continue to receive all applicable general increases and any other adjustments (except the longevity pay) provided for in an applicable collective bargaining agreement. For these employees, the longevity pay shall be limited to the amount that would increase the employee's salary to the amount that is equal to that of an employee on the maximum Step rate with the same number of years of continuous and creditable service. Employees receiving the longevity pay shall continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation. Employees who are eligible for the increase provided for longevity pay on or

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before January 1, 2002, shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade.

Effective July 1, 2022
Bargaining Unit: RC-062

<u>Pay</u> <u>Grade</u>	<u>Pay</u> <u>Plan</u> <u>Code</u>	<u>S T E P S</u>										
		<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
9	B	3471	3582	3694	3726	3840	3963	4086	4216	4342	4548	4729
9	Q	3610	3725	3841	3877	3996	4124	4251	4390	4521	4736	4928
9	S	3682	3799	3919	3956	4078	4209	4339	4478	4610	4827	5022
10	B	3579	3694	3810	3844	3985	4103	4239	4373	4507	4737	4929
10	Q	3720	3841	3960	4000	4147	4270	4416	4554	4698	4947	5144
10	S	3796	3919	4041	4082	4229	4357	4502	4640	4792	5039	5240
11	B	3710	3830	3947	3986	4122	4256	4410	4554	4696	4945	5142
11	Q	3856	3980	4103	4149	4296	4435	4594	4748	4897	5162	5367
11	S	3929	4056	4183	4231	4378	4520	4682	4837	4990	5254	5464
12	B	3856	3980	4103	4149	4300	4440	4607	4758	4932	5198	5404
12	Q	4009	4140	4268	4318	4477	4625	4802	4968	5146	5426	5644
12	S	4086	4217	4351	4402	4562	4712	4895	5061	5242	5524	5746
12H	B	23.73	24.49	25.25	25.53	26.46	27.32	28.35	29.28	30.35	31.99	33.26
12H	Q	24.67	25.48	26.26	26.57	27.55	28.46	29.55	30.57	31.67	33.39	34.73
12H	S	25.14	25.95	26.78	27.09	28.07	29.00	30.12	31.14	32.26	33.99	35.36
13	B	3998	4127	4256	4304	4462	4631	4804	4979	5166	5454	5669
13	Q	4159	4294	4429	4481	4644	4830	5018	5202	5393	5699	5928
13	S	4237	4374	4511	4567	4735	4923	5114	5294	5490	5798	6030
14	B	4164	4299	4433	4488	4657	4839	5052	5235	5433	5752	5982

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14	Q	4340	4479	4620	4679	4854	5056	5273	5471	5681	6010	6248
14	S	4416	4560	4702	4765	4951	5144	5367	5570	5777	6106	6347
14H	B	25.62	26.46	27.28	27.62	28.66	29.78	31.09	32.22	33.43	35.40	36.81
14H	Q	26.71	27.56	28.43	28.79	29.87	31.11	32.45	33.67	34.96	36.98	38.45
14H	S	27.18	28.06	28.94	29.32	30.47	31.66	33.03	34.28	35.55	37.58	39.06
15	B	4326	4467	4607	4667	4872	5073	5270	5483	5690	6034	6271
15	Q	4512	4658	4805	4869	5082	5294	5507	5735	5946	6299	6556
15	S	4593	4742	4891	4957	5177	5387	5604	5832	6043	6400	6655
16	B	4525	4672	4818	4885	5101	5327	5548	5780	6011	6366	6622
16	Q	4718	4872	5026	5095	5327	5572	5802	6042	6283	6656	6925
16	S	4809	4965	5117	5194	5423	5666	5900	6136	6380	6748	7019
16H	B	27.85	28.75	29.65	30.06	31.39	32.78	34.14	35.57	36.99	39.18	40.75
16H	Q	29.03	29.98	30.93	31.35	32.78	34.29	35.70	37.18	38.66	40.96	42.62
16H	S	29.59	30.55	31.49	31.96	33.37	34.87	36.31	37.76	39.26	41.53	43.19
17	B	4738	4891	5044	5117	5353	5599	5836	6073	6319	6695	6964
17	Q	4939	5099	5260	5339	5594	5851	6097	6344	6604	6997	7280
17	S	5028	5190	5353	5435	5693	5951	6197	6442	6700	7098	7380
18	B	4982	5144	5305	5386	5644	5905	6178	6427	6686	7084	7369
18	Q	5200	5368	5536	5626	5902	6177	6456	6720	6988	7407	7703
18	S	5284	5455	5628	5718	5996	6271	6555	6817	7088	7499	7802
19	B	5246	5416	5585	5674	5964	6245	6533	6812	7095	7527	7827
19	J	5246	5416	5585	5674	5964	6245	6533	6812	7095	7527	7827
19	Q	5479	5658	5834	5931	6236	6522	6835	7117	7417	7864	8180
19	S	5570	5748	5931	6033	6335	6624	6930	7217	7516	7962	8280
20	B	5536	5717	5897	5995	6298	6589	6905	7206	7504	7960	8279

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20	Q	5783	5970	6158	6266	6581	6892	7219	7529	7842	8321	8655
20	S	5873	6065	6256	6365	6679	6988	7314	7626	7939	8415	8752
21	B	5844	6033	6223	6334	6658	6979	7305	7636	7956	8452	8789
21	U	5844	6033	6223	6334	6658	6979	7305	7636	7956	8452	8789
21	Q	6102	6301	6500	6618	6957	7294	7633	7983	8317	8834	9187
21	S	6191	6394	6596	6715	7053	7388	7734	8079	8411	8930	9286
22	B	6175	6373	6574	6694	7043	7386	7736	8094	8430	8955	9314
22	Q	6446	6655	6865	6994	7361	7721	8083	8456	8813	9359	9730
22	S	6537	6753	6965	7095	7453	7819	8180	8557	8914	9457	9836
23	B	6543	6757	6970	7101	7476	7861	8233	8611	8983	9553	9936
23	Q	6837	7060	7284	7423	7817	8215	8602	9003	9392	9980	10378
23	S	6924	7150	7375	7521	7912	8313	8701	9098	9490	10078	10477
24	B	6956	7186	7412	7557	7958	8377	8778	9185	9598	10201	10607
24	J	6956	7186	7412	7557	7958	8377	8778	9185	9598	10201	10607
24	Q	7269	7505	7743	7899	8320	8753	9176	9595	10029	10660	11086
24	S	7359	7600	7839	7997	8414	8847	9268	9694	10128	10755	11185
25	B	7413	7655	7896	8055	8496	8945	9390	9836	10285	10944	11380
25	J	7413	7655	7896	8055	8496	8945	9390	9836	10285	10944	11380
25	Q	7738	7992	8243	8415	8876	9341	9816	10284	10748	11436	11894
25	S	7828	8085	8341	8514	8974	9440	9910	10376	10840	11533	11998
26	B	7901	8159	8418	8596	9067	9549	10030	10499	10970	11676	12143
26	U	7901	8159	8418	8596	9067	9549	10030	10499	10970	11676	12143
26	Q	8282	8551	8820	9011	9498	10001	10506	10998	11489	12233	12721
26	S	8357	8629	8900	9093	9589	10098	10608	11102	11600	12353	12848
27	B	8429	8706	8982	9177	9677	10185	10701	11204	11708	12463	12964
27	J	8429	8706	8982	9177	9677	10185	10701	11204	11708	12463	12964

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27	U	8429	8706	8982	9177	9677	10185	10701	11204	11708	12463	12964
27	Q	8809	9097	9385	9591	10112	10646	11189	11712	12237	13028	13550
28	B	8841	9131	9419	9628	10149	10687	11231	11757	12284	13078	13603
29	U	9276	9578	9881	10102	10653	11215	11784	12337	12890	13725	14272

(Source: Peremptory Amendment at 47 Ill. Reg. 576, effective December 29, 2022)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE X RC-063 (Professional Employees, AFSCME)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Actuary III	00203	RC-063	26
Architect	01440	RC-063	22
Chaplain I	06901	RC-063	17
Chaplain II	06902	RC-063	20
Child Welfare Administrative Case Reviewer	07190	RC-063	23
Child Welfare Advanced Specialist	07215	RC-063	19
Child Welfare Court Facilitator	07196	RC-063	22
Child Welfare Senior Specialist	07217	RC-063	22
Child Welfare Specialist	07218	RC-063	18
Civil Engineer I	07601	RC-063	15
Civil Engineer II	07602	RC-063	17
Civil Engineer III	07603	RC-063	19
Civil Engineer IV	07604	RC-063	22
Clinical Pharmacist	08235	RC-063	25
Clinical Psychologist	08250	RC-063	23
Clinical Psychology Associate	08255	RC-063	18
Corrections Assessment Specialist	09758	RC-063	19
Day Care Licensing Representative II	11472	RC-063	18
Dentist I	11751	RC-063	23
Dentist II	11752	RC-063	26
Educator – Career and Technical (9 Months), Illinois School for the Visually Impaired	13103	RC-063	11.5
Educator – Career and Technical (12 Months), Department of Juvenile Justice	13103	RC-063	14
Electrical Engineer, Department of Public Health	13180	RC-063	22

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Environmental Engineer I	13751	RC-063	15
Environmental Engineer II	13752	RC-063	17
Environmental Engineer III	13753	RC-063	19
Environmental Engineer IV	13754	RC-063	22
Environmental Protection Engineer I	13791	RC-063	15
Environmental Protection Engineer II	13792	RC-063	17
Environmental Protection Engineer III	13793	RC-063	19
Environmental Protection Engineer IV	13794	RC-063	22
Environmental Protection Geologist I	13801	RC-063	15
Environmental Protection Geologist II	13802	RC-063	17
Environmental Protection Geologist III	13803	RC-063	19
Fire Protection Engineer (State Fire Marshal)	15340	RC-063	22
Geographic Information Specialist I	17271	RC-063	19
Geographic Information Specialist II	17272	RC-063	23
Geographic Information Trainee	17276	RC-063	15
Graduate Pharmacist	17345	RC-063	20
Hearing and Speech Advanced Specialist	18227	RC-063	22
Hearing and Speech Associate	18231	RC-063	18
Hearing and Speech Specialist	18233	RC-063	20
Historical Library Chief of Acquisitions	16987	RC-063	19
Information Services Intern	21160	RC-063	15
Information Services Specialist I	21161	RC-063	17
Information Services Specialist II	21162	RC-063	19
Information Systems Analyst I	21165	RC-063	21
Information Systems Analyst II	21166	RC-063	23
Information Systems Analyst III	21167	RC-063	25
Laboratory Research Scientist	23025	RC-063	23
Landscape Architect	23145	RC-063	22
Landscape Planner	23150	RC-063	19
Librarian I	23401	RC-063	16
Librarian II	23402	RC-063	18
Management Systems Specialist	25583	RC-063	21
Manuscripts Manager, Abraham Lincoln Presidential Library and Museum	25610	RC-063	19
Mechanical Engineer I	26201	RC-063	15
Mechanical Engineer II	26202	RC-063	17
Mechanical Engineer III	26203	RC-063	19
Nutritionist	29820	RC-063	18
Occupational Therapist	29900	RC-063	17
Occupational Therapist Program Coordinator	29908	RC-063	19
Occupational Therapist Supervisor	29910	RC-063	21

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Pharmacy Manager (Department of Human Services)	32025	RC-063	27
Pharmacy Services Coordinator	32010	RC-063	25
Physical Therapist	32145	RC-063	17
Physical Therapist Program Coordinator	32153	RC-063	19
Podiatrist	32960	RC-063	14
Project Designer	34725	RC-063	19
Psychologist I	35611	RC-063	17
Psychologist II	35612	RC-063	20
Psychologist III	35613	RC-063	22
Psychologist Associate	35626	RC-063	15
Public Health Educator	36430	RC-063	19
Public Service Administrator, Option 8D	37015	RC-063	23
Public Service Administrator, Option 8P Department of Human Services	37015	RC-063	26
Public Service Administrator, Option 8U Department of Human Services	37015	RC-063	21
Public Service Administrator, Options 1, 3, 4, 6, 6E, 7 Criminal Justice Information Authority, 8A Department of Public Health, 8E, 8N, 8S Departments of Human Services and Veterans' Affairs and 8T	37015	RC-063	24
Public Service Administrator, Options 8H, 8I Department of Natural Resources and 9G	37015	RC-063	22
Rehabilitation/Mobility Instructor	38163	RC-063	19
Rehabilitation/Mobility Instructor Trainee	38167	RC-063	15
School Psychologist	39200	RC-063	19
Social Worker II	41412	RC-063	19
Social Worker III	41413	RC-063	20
Social Worker IV	41414	RC-063	22
Staff Pharmacist	41787	RC-063	24
Statistical Research Supervisor	42745	RC-063	20
Veterinarian I	47901	RC-063	18
Veterinarian II	47902	RC-063	20
Veterinarian III	47903	RC-063	21
Vision/Hearing Consultant I	47941	RC-063	16
Vision/Hearing Consultant II	47942	RC-063	20
Vision/Hearing Consultant III	47943	RC-063	21

NOTES: Sub-Steps – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after May 20, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a,

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1b, and 1c shall be increased by \$25 per month, with subsequent \$25 per month increases effective July 1, 2020 and July 1, 2021.

General Increases – Pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Pay – Effective January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002, the Step 8 rate shall be increased by \$50 per month. For employees not eligible for longevity pay on or before January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate shall be increased by \$50 per month. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010, the Step 8 rate shall be increased by \$75 per month. Effective July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$75 a month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$100 a month. Employees whose salaries are red-circled (see Section 310.220(f)) above the maximum Step rate continue to receive all applicable general increases and any other adjustments (except the longevity pay) provided for in an applicable collective bargaining agreement. For these employees, the longevity pay shall be limited to the amount that would increase the employee's salary to the amount that is equal to that of an employee on the maximum Step rate with the same number of years of continuous and creditable service. Employees receiving the longevity pay shall continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation.

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Employees who are eligible for the increase provided for longevity pay on or before January 1, 2002 shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade.

Effective July 1, 2022
Bargaining Unit: RC-063

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
11.5	B	3574	3688	3802	3838	4015	4198	4377	4554	4738	5022	5222
11.5	Q	3725	3845	3965	4003	4195	4390	4572	4759	4953	5247	5459
11.5	S	3791	3913	4035	4077	4270	4464	4648	4833	5025	5323	5534
14	B	4164	4299	4433	4488	4657	4839	5052	5235	5433	5752	5982
14	E	4164	4299	4433	4488	4657	4839	5052	5235	5433	5752	5982
14	Q	4340	4479	4620	4679	4854	5056	5273	5471	5681	6010	6248
14	L	4340	4479	4620	4679	4854	5056	5273	5471	5681	6010	6248
14	S	4416	4560	4702	4765	4951	5144	5367	5570	5777	6106	6347
14	P	4416	4560	4702	4765	4951	5144	5367	5570	5777	6106	6347
15	B	4326	4467	4607	4667	4872	5073	5270	5483	5690	6034	6271
15	Q	4512	4658	4805	4869	5082	5294	5507	5735	5946	6299	6556
15	S	4593	4742	4891	4957	5177	5387	5604	5832	6043	6400	6655
16	B	4525	4672	4818	4885	5101	5327	5548	5780	6011	6366	6622
16	Q	4718	4872	5026	5095	5327	5572	5802	6042	6283	6656	6925
16	S	4809	4965	5117	5194	5423	5666	5900	6136	6380	6748	7019
17	B	4738	4891	5044	5117	5353	5599	5836	6073	6319	6695	6964
17	Q	4939	5099	5260	5339	5594	5851	6097	6344	6604	6997	7280
17	S	5028	5190	5353	5435	5693	5951	6197	6442	6700	7098	7380
18	B	4982	5144	5305	5386	5644	5905	6178	6427	6686	7084	7369
18	Q	5200	5368	5536	5626	5902	6177	6456	6720	6988	7407	7703
18	S	5284	5455	5628	5718	5996	6271	6555	6817	7088	7499	7802
19	B	5246	5416	5585	5674	5964	6245	6533	6812	7095	7527	7827

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19	Q	5479	5658	5834	5931	6236	6522	6835	7117	7417	7864	8180
19	S	5570	5748	5931	6033	6335	6624	6930	7217	7516	7962	8280
20	B	5536	5717	5897	5995	6298	6589	6905	7206	7504	7960	8279
20	Q	5783	5970	6158	6266	6581	6892	7219	7529	7842	8321	8655
20	S	5873	6065	6256	6365	6679	6988	7314	7626	7939	8415	8752
21	B	5844	6033	6223	6334	6658	6979	7305	7636	7956	8452	8789
21	Q	6102	6301	6500	6618	6957	7294	7633	7983	8317	8834	9187
21	S	6191	6394	6596	6715	7053	7388	7734	8079	8411	8930	9286
22	B	6175	6373	6574	6694	7043	7386	7736	8094	8430	8955	9314
22	Q	6446	6655	6865	6994	7361	7721	8083	8456	8813	9359	9730
22	S	6537	6753	6965	7095	7453	7819	8180	8557	8914	9457	9836
23	B	6543	6757	6970	7101	7476	7861	8233	8611	8983	9553	9936
23	Q	6837	7060	7284	7423	7817	8215	8602	9003	9392	9980	10378
23	S	6924	7150	7375	7521	7912	8313	8701	9098	9490	10078	10477
24	B	6956	7186	7412	7557	7958	8377	8778	9185	9598	10201	10607
24	Q	7269	7505	7743	7899	8320	8753	9176	9595	10029	10660	11086
24	S	7359	7600	7839	7997	8414	8847	9268	9694	10128	10755	11185
25	B	7413	7655	7896	8055	8496	8945	9390	9836	10285	10944	11380
25	Q	7738	7992	8243	8415	8876	9341	9816	10284	10748	11436	11894
25	S	7828	8085	8341	8514	8974	9440	9910	10376	10840	11533	11998
26	B	7901	8159	8418	8596	9067	9549	10030	10499	10970	11676	12143
26	Q	8282	8551	8820	9011	9498	10001	10506	10998	11489	12233	12721
26	S	8357	8629	8900	9093	9589	10098	10608	11102	11600	12353	12848
27	B	8429	8706	8982	9177	9677	10185	10701	11204	11708	12463	12964
27	Q	8809	9097	9385	9591	10112	10646	11189	11712	12237	13028	13550
28	B	8841	9131	9419	9628	10149	10687	11231	11757	12284	13078	13603
29	B	9276	9578	9881	10102	10653	11215	11784	12337	12890	13725	14272

(Source: Amended at 47 Ill. Reg. 722, effective January 4, 2023)

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Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE Y RC-063 (Educators, Juvenile Justice School Counselors and Special Education Resources Coordinators, AFSCME)**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Months</u>	<u>Education Levels</u>	<u>Pay Plan Codes</u>
Educator	13100	RC-063	12	All	E, L, & P
Educator	13100	RC-063	9	All	M, O, V, W & X
Juvenile Justice School Counselor	21970	RC-063	12	MA through MA+32	L & P
Special Education Resources Coordinator	41680	RC-063	12	All	L & P

NOTES: Sub-Steps – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after May 20, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 per month increases effective July 1, 2020 and July 1, 2021.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Pay – Effective January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002, the Step 8 rate shall be increased by \$50 per month. For employees not eligible for longevity pay on or before January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate shall be increased by \$50 per month. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010. For those employees who attain 15 years of continuous service and have three or more years of creditable

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service on Step 8 in the same or higher pay grade on or before July 1, 2010, the Step 8 rate shall be increased by \$75 per month. Effective July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$75 a month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013, the Step 8 rate shall be increased by \$25 per month to \$100 a month. Employees whose salaries are red-circled above the maximum Step rate continue to receive all applicable general increases and any other adjustments (except the longevity pay) provided for in an applicable collective bargaining agreement. For these employees, the longevity pay shall be limited to the amount that would increase the employee's salary to the amount that is equal to that of an employee on the maximum Step rate with the same number of years of continuous and creditable service. Employees receiving the longevity pay shall continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation. Employees who are eligible for the increase provided for longevity pay on or before January 1, 2002, shall continue to receive longevity pay after being placed on Step 8 while they remain in the same or lower pay grade.

Effective July 1, 2022
Bargaining Unit: RC-063

12- Month Lane	Educational Level	Pay Plan Code	S T E P S										
			1c	1b	1a	1	2	3	4	5	6	7	8
01	BA	E	4838	4995	5151	5229	5473	5713	5975	6283	6574	7133	7417
01	BA	L	4907	5067	5225	5305	5549	5798	6065	6375	6672	7238	7526
01	BA	P	4993	5154	5317	5398	5652	5890	6159	6471	6772	7333	7626
02	BA + 8 Hours	E	4965	5126	5286	5366	5614	5869	6177	6493	6799	7374	7670
02	BA + 8 Hours	L	5039	5203	5367	5449	5696	5952	6264	6584	6898	7483	7781
02	BA + 8 Hours	P	5127	5291	5458	5545	5797	6049	6362	6683	6997	7576	7879
03	BA + 16 Hours	E	5082	5246	5412	5495	5758	6051	6371	6678	7018	7611	7915
03	BA + 16 Hours	L	5153	5322	5489	5576	5840	6137	6465	6778	7120	7721	8032
03	BA + 16 Hours	P	5241	5412	5580	5669	5938	6237	6562	6873	7219	7819	8132
04	BA + 24 Hours	E	5196	5365	5531	5618	5901	6235	6563	6899	7234	7861	8176
04	BA + 24 Hours	L	5270	5442	5612	5703	5990	6325	6659	7004	7340	7973	8294
04	BA + 24 Hours	P	5361	5534	5711	5802	6083	6421	6753	7103	7438	8076	8397
05	MA	E	5327	5500	5673	5765	6070	6417	6759	7114	7446	8096	8421

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05	MA	L	5402	5577	5751	5846	6159	6509	6858	7217	7562	8215	8547
05	MA	P	5494	5670	5849	5946	6255	6604	6950	7313	7659	8313	8646
06	MA + 16 Hours	E	5422	5599	5774	5870	6213	6556	6898	7256	7597	8261	8588
06	MA + 16 Hours	L	5500	5678	5857	5954	6299	6650	6999	7367	7707	8383	8717
06	MA + 16 Hours	P	5586	5769	5950	6050	6400	6745	7102	7463	7809	8472	8813
07	MA + 32 Hours	E	5585	5768	5948	6049	6390	6740	7091	7443	7789	8458	8797
07	MA + 32 Hours	L	5666	5850	6034	6136	6483	6839	7197	7557	7903	8579	8924
07	MA + 32 Hours	P	5754	5943	6129	6236	6578	6938	7294	7657	7999	8679	9027

Effective July 1, 2022
Bargaining Unit: RC-063

9- Month Lane	Educational Level	Pay Plan Code	S T E P S										
			1c	1b	1a	1	2	3	4	5	6	7	8
01	BA	M	3593	3710	3826	3860	4073	4295	4506	4737	4957	5441	5657
01	BA	O	3593	3710	3826	3860	4073	4295	4506	4737	4957	5441	5657
01	BA	V	3593	3710	3826	3860	4073	4295	4506	4737	4957	5441	5657
01	BA	W	3646	3764	3880	3916	4128	4359	4574	4809	5032	5521	5739
01	BA	X	3709	3828	3947	3985	4204	4428	4644	4879	5107	5593	5816
02	BA + 8 Hours	M	3702	3824	3942	3981	4194	4424	4653	4895	5128	5616	5842
02	BA + 8 Hours	O	3702	3824	3942	3981	4194	4424	4653	4895	5128	5616	5842
02	BA + 8 Hours	V	3702	3824	3942	3981	4194	4424	4653	4895	5128	5616	5842
02	BA + 8 Hours	W	3759	3880	4002	4043	4257	4488	4720	4963	5203	5701	5926
02	BA + 8 Hours	X	3824	3946	4070	4112	4331	4561	4792	5037	5277	5771	6000
03	BA + 16 Hours	M	3797	3920	4042	4084	4323	4565	4804	5033	5288	5801	6034
03	BA + 16 Hours	O	3797	3920	4042	4084	4323	4565	4804	5033	5288	5801	6034
03	BA + 16 Hours	V	3797	3920	4042	4084	4323	4565	4804	5033	5288	5801	6034
03	BA + 16 Hours	W	3851	3977	4099	4146	4386	4630	4874	5107	5365	5886	6123
03	BA + 16 Hours	X	3917	4043	4166	4214	4458	4705	4947	5180	5441	5959	6200
04	BA + 24 Hours	M	3902	4027	4153	4198	4452	4701	4949	5207	5455	5988	6230
04	BA + 24 Hours	O	3902	4027	4153	4198	4452	4701	4949	5207	5455	5988	6230
04	BA + 24 Hours	V	3902	4027	4153	4198	4452	4701	4949	5207	5455	5988	6230
04	BA + 24 Hours	W	3956	4084	4213	4261	4519	4770	5023	5286	5535	6073	6321
04	BA + 24 Hours	X	4025	4155	4287	4337	4588	4842	5091	5361	5609	6151	6400
05	MA	M	4019	4149	4279	4326	4579	4836	5095	5361	5614	6162	6410
05	MA	O	4019	4149	4279	4326	4579	4836	5095	5361	5614	6162	6410
05	MA	V	4019	4149	4279	4326	4579	4836	5095	5361	5614	6162	6410
05	MA	W	4076	4207	4339	4389	4647	4905	5168	5439	5703	6254	6506

SUBTITLE B

05	MA	X	4144	4277	4411	4464	4720	4978	5241	5509	5774	6327	6580
06	MA + 16 Hours	M	4111	4244	4377	4429	4685	4944	5205	5473	5722	6282	6529
06	MA + 16 Hours	O	4111	4244	4377	4429	4685	4944	5205	5473	5722	6282	6529
06	MA + 16 Hours	V	4111	4244	4377	4429	4685	4944	5205	5473	5722	6282	6529
06	MA + 16 Hours	W	4169	4305	4441	4494	4751	5014	5281	5557	5807	6373	6627
06	MA + 16 Hours	X	4237	4373	4510	4567	4825	5087	5359	5629	5883	6442	6701
07	MA + 32 Hours	M	4234	4371	4508	4563	4820	5081	5346	5611	5871	6432	6692
07	MA + 32 Hours	O	4234	4371	4508	4563	4820	5081	5346	5611	5871	6432	6692
07	MA + 32 Hours	V	4234	4371	4508	4563	4820	5081	5346	5611	5871	6432	6692
07	MA + 32 Hours	W	4294	4433	4572	4629	4892	5154	5426	5697	5956	6523	6788
07	MA + 32 Hours	X	4360	4504	4642	4704	4962	5229	5499	5772	6029	6601	6867

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE Z RC-063 (Physicians, AFSCME)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Physician	32200	RC-063	MD
Physician Specialist, Option A	32221	RC-063	MD-A
Physician Specialist, Option B	32222	RC-063	MD-B
Physician Specialist, Option C	32223	RC-063	MD-C
Physician Specialist, Option D	32224	RC-063	MD-D
Physician Specialist, Option E	32225	RC-063	MD-E

NOTES: Sub-Steps – Step 1a, 1b, and 1c shall be implemented for all employees hired on or after May 20, 2013, with a 3% step differential. Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 per month increases effective July 1, 2020 and July 1, 2021.

General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Pay – Effective January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002. For those employees who attain 15 years of

SUBTITLE B

continuous service and have three or more years of creditable service on Step 7 in the same or higher pay grade on or before January 1, 2002, the Step 8 rate shall be increased by \$50 per month. For employees not eligible for longevity pay on or before January 1, 2002, the Step 8 rate shall be increased by \$25 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade, the Step 8 rate shall be increased by \$50 per month. Effective July 1, 2010, the Step 8 rate shall be increased by \$50 per month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2010, the Step 8 rate shall be increased by \$75 per month. Effective July 1, 2013, the Step 6 rate shall be increased by \$25 per month to \$75 a month for those employees who attain 10 years of continuous service and have three or more years of creditable service on Step 6 in the same or higher pay grade on or before July 1, 2013. For those employees who attain 15 years of continuous service and have three or more years of creditable service on Step 6 in the same or higher pay grade on or before July 1, 2013, the Step 6 rate shall be increased by \$25 per month to \$100 a month. Employees whose salaries are red-circled above the maximum Step rate continue to receive all applicable general increases and any other adjustments (except the longevity pay) provided for in an applicable collective bargaining agreement. For these employees, the longevity pay shall be limited to the amount that would increase the employee's salary to the amount that is equal to that of an employee on the maximum Step rate with the same number of years of continuous and creditable service. Employees receiving the longevity pay shall continue to receive the longevity pay as long as they remain in the same or successor classification as a result of a reclassification or reevaluation. Employees who are eligible for the increase provided for longevity pay on or before January 1, 2002, shall continue to receive longevity pay after being placed on Step 6 while they remain in the same or lower pay grade.

Effective July 1, 2022
Bargaining Unit: RC-063

Pay Grade	Pay Plan Code	S T E P S								
		1c	1b	1a	1	2	3	4	5	6
MD	B	10665	11015	11364	11631	12299	12973	13643	14322	14984
MD	Q	11144	11508	11872	12157	12854	13558	14259	14964	15660

SUBTITLE B

MD	S	11231	11599	11966	12252	12949	13657	14357	15062	15761
MD-A	B	11273	11642	12011	12299	13060	13821	14582	15342	16100
MD-A	Q	11779	12164	12549	12854	13652	14443	15244	16036	16830
MD-A	S	11866	12254	12644	12949	13745	14544	15340	16136	16927
MD-B	B	12290	12691	13095	13415	14218	15028	15831	16641	17449
MD-B	Q	12843	13265	13687	14027	14861	15709	16550	17392	18234
MD-B	S	12931	13353	13778	14120	14962	15808	16644	17486	18333
MD-C	B	13716	14167	14616	14984	15876	16778	17667	18563	19456
MD-C	Q	14333	14802	15272	15660	16597	17535	18464	19401	20333
MD-C	S	14422	14896	15369	15761	16693	17630	18564	19496	20434
MD-D	B	15348	15853	16354	16778	17667	18563	19456	20348	21245
MD-D	Q	16036	16564	17089	17535	18464	19401	20333	21274	22206
MD-D	S	16123	16652	17181	17630	18564	19496	20434	21367	22299
MD-E	B	16264	16797	17331	17782	18731	19680	20626	21578	22521
MD-E	Q	16993	17552	18109	18585	19576	20570	21556	22549	23536
MD-E	S	17086	17649	18208	18687	19668	20662	21653	22648	23637

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE AA NR-916 (Departments of Central Management Services, Natural Resources and Transportation, Teamsters)

Effective January 1, 2020

Title	Title Code	Bargaining Unit	Pay Plan Code	Minimum Salary	Midpoint Salary	Maximum Salary
Cartographer III	06673	NR-916	B	4765	6530	8295
Civil Engineer I	07601	NR-916	B	4635	5823	7010
Civil Engineer II	07602	NR-916	B	4945	6490	8035
Civil Engineer III	07603	NR-916	B	5430	7215	9000

SUBTITLE B

Civil Engineer Trainee	07607	NR-916	B	4365	5163	5960
End-User Computer Services Specialist I	13691	NR-916	B	4190	5753	7315
End-User Computer Services Specialist II	13692	NR-916	B	4765	6530	8295
End-User Computer Systems Analyst	13693	NR-916	B	5120	7138	9155
Engineering Technician I	13731	NR-916	B	2695	3715	4735
Engineering Technician II	13732	NR-916	B	3235	4463	5690
Engineering Technician III	13733	NR-916	B	3920	5348	6775
Engineering Technician IV	13734	NR-916	B	4790	6783	8775
Highway Construction Supervisor I	18525	NR-916	B	4345	5975	7605
Highway Construction Supervisor II	18526	NR-916	B	4855	6823	8790
Technical Manager I	45261	NR-916	B	3680	5040	6400

NOTES:

General Increases – The pay rates for all bargaining unit positions shall be increased the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Longevity Increase – Effective July 1, 2019 bargaining unit employees shall receive a one-time longevity increase based on the following years of service with any agency covered under this agreement:

Years of Service	Per Month
5-9.9	\$50
10-14.9	\$75
15-19.9	\$95
20+	\$115

(Source: Amended at 45 Ill. Reg. 8651, effective July 1, 2021)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE AB RC-150 (Public Service Administrators Option 6, AFSCME)**

SUBTITLE B

(Repealed)

(Source: Repealed by peremptory rulemaking at 37 Ill. Reg. 5925, effective April 18, 2013)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE AC RC-036 (Public Service Administrators Option 8L Department of Healthcare and Family Services, INA)**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>
Public Service Administrator, Option 8L (Department of Healthcare and Family Services' Office of Inspector General's Bureau of Administrative Legislation)	37015	RC-036	B

NOTES: Longevity Pay – Effective September 23, 2013, the Step 8 rate shall be increased by \$75 a month for employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013. For employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade on or before July 1, 2013, the Step 8 rate shall increase by \$100 a month.

Effective July 1, 2022
RC-036 Bargaining Unit

S T E P S										
<u>1c</u>	<u>1b</u>	<u>1a</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
6876	7104	7331	7557	7958	8377	8778	9185	9598	10201	10607

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE AD RC-184 (Blasting Experts, Blasting Specialists and Blasting Supervisors Department of Natural Resources, SEIU Local 73)**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Blasting Expert	04720	RC-184	22
Blasting Specialist	04725	RC-184	21

SUBTITLE B

Blasting Supervisor 04730 RC-184 23

NOTES: General Increases – The pay rates for all bargaining unit classifications and steps shall be increased by the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

Step Increases – Employees shall receive a step increase to the next step upon satisfactory completion of 12 months creditable service.

Sub-Step Increases – Effective July 1, 2019, Step 1a, 1b, and 1c shall be increased by \$25 per month, with subsequent \$25 increases effective July 1, 2020 and July 1, 2021.

Effective July 1, 2022
Bargaining Unit: RC-184

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
21	B	5841	6029	6218	6328	6656	6976	7301	7634	7952	8449	8786
22	B	6170	6370	6571	6691	7041	7384	7734	8091	8427	8952	9311
23	B	6538	6754	6966	7096	7473	7858	8229	8609	8981	9549	9932

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE AE RC-090 (Internal Security Investigators, Metropolitan Alliance of Police Chapter 294) (Repealed)

(Source: Repealed at 42 Ill. Reg. 5357, effective March 9, 2018)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)

Section 310.TABLE A Frozen RC-104-Rates-of-Pay (Conservation Police Supervisors, Laborers' – ISEA Local #2002) (Repealed)

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

SUBTITLE B

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE C Frozen RC-056-Rates-of-Pay (Site Superintendents and Departments of Veterans' Affairs, Natural Resources, Human Services and Agriculture and Historic Preservation Agency Managers, IFPE) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective 16925)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE H Frozen RC-006-Rates-of-Pay (Corrections Employees, AFSCME) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE I Frozen RC-009-Rates-of-Pay (Institutional Employees, AFSCME) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE J Frozen RC-014-Rates-of-Pay (Clerical Employees, AFSCME) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE K Frozen RC-023-Rates-of-Pay (Registered Nurses, INA) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE M Frozen RC-110-Rates-of-Pay (Conservation Police Lodge) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

SUBTITLE B

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE N Frozen RC-010-Rates-of-Pay (Professional Legal Unit, AFSCME) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE O Frozen RC-028-Rates-of-Pay (Paraprofessional Human Services Employees, AFSCME) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE P Frozen RC-029-Rates-of-Pay (Paraprofessional Investigatory and Law Enforcement Employees, IFPE) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE R Frozen RC-042-Rates-of-Pay (Residual Maintenance Workers, AFSCME) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE S Frozen VR-704-Rates-of-Pay (Departments of Corrections, Financial and Professional Regulation, Juvenile Justice and State Police Supervisors, Laborers' – ISEA Local #2002) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE T Frozen HR-010-Rates-of-Pay (Teachers of Deaf, IFT) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)

SUBTITLE B

Section 310.TABLE V Frozen CU-500-Rates-of-Pay (Corrections Meet and Confer Employees) (Repealed)

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE W Frozen RC-062-Rates-of-Pay (Technical Employees, AFSCME) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE X Frozen RC-063-Rates-of-Pay (Professional Employees, AFSCME) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE Y Frozen RC-063-Rates-of-Pay (Educator and Educator Trainees, AFSCME) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE Z Frozen RC-063-Rates-of-Pay (Physicians, AFSCME) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE AB Frozen RC-150-Rates-of-Pay (Public Service Administrators Option 6, AFSCME) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

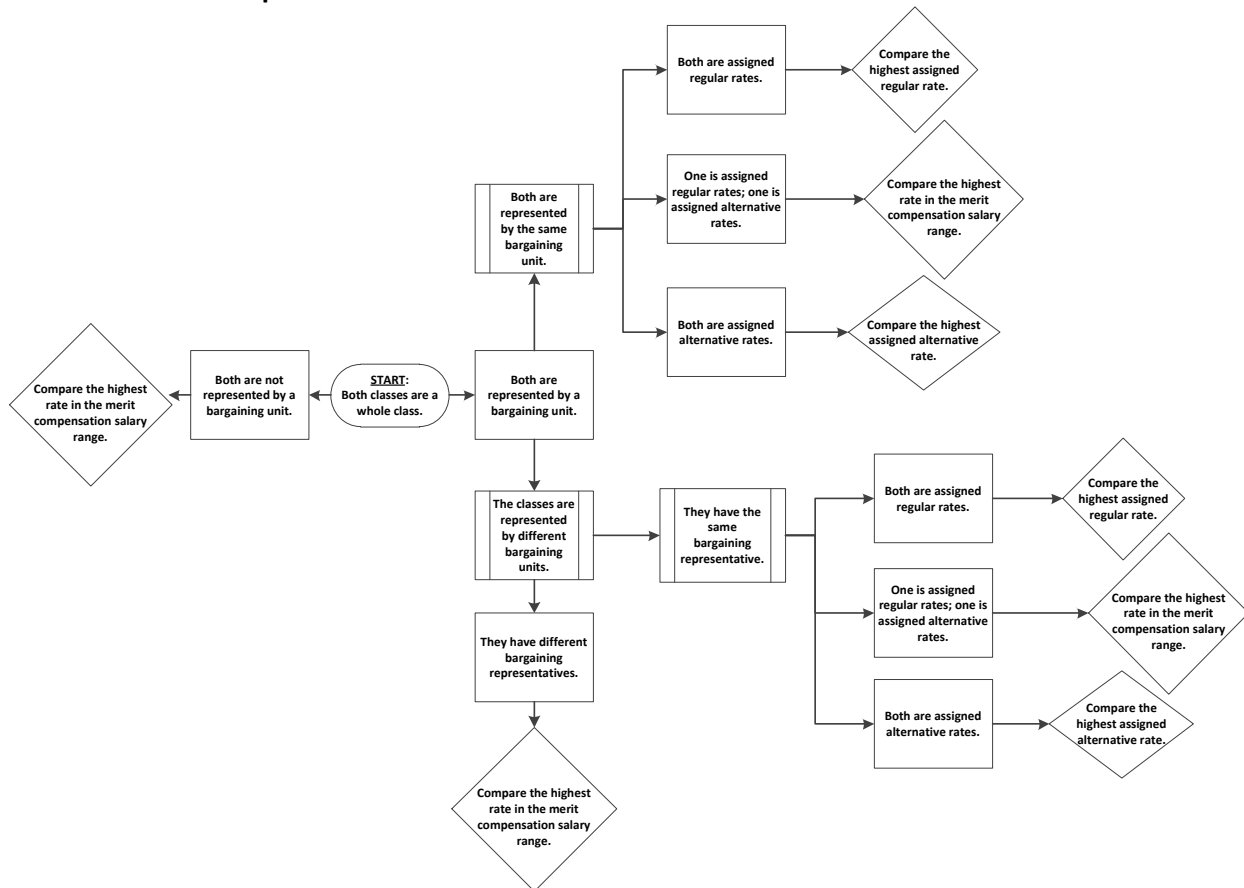
Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)

Section 310.TABLE AD Frozen RC-184-Rates-of-Pay (Public Service Administrators Option 8X Department of Natural Resources, SEIU Local 73) (Repealed)

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

Section 310.APPENDIX B Frozen Negotiated-Rates-of-Pay (Repealed)**Section 310.TABLE AE Frozen RC-090-Rates-of-Pay (Internal Security Investigators, Metropolitan Alliance of Police Chapter 294) (Repealed)**

(Source: Repealed at 37 Ill. Reg. 16925, effective October 8, 2013)

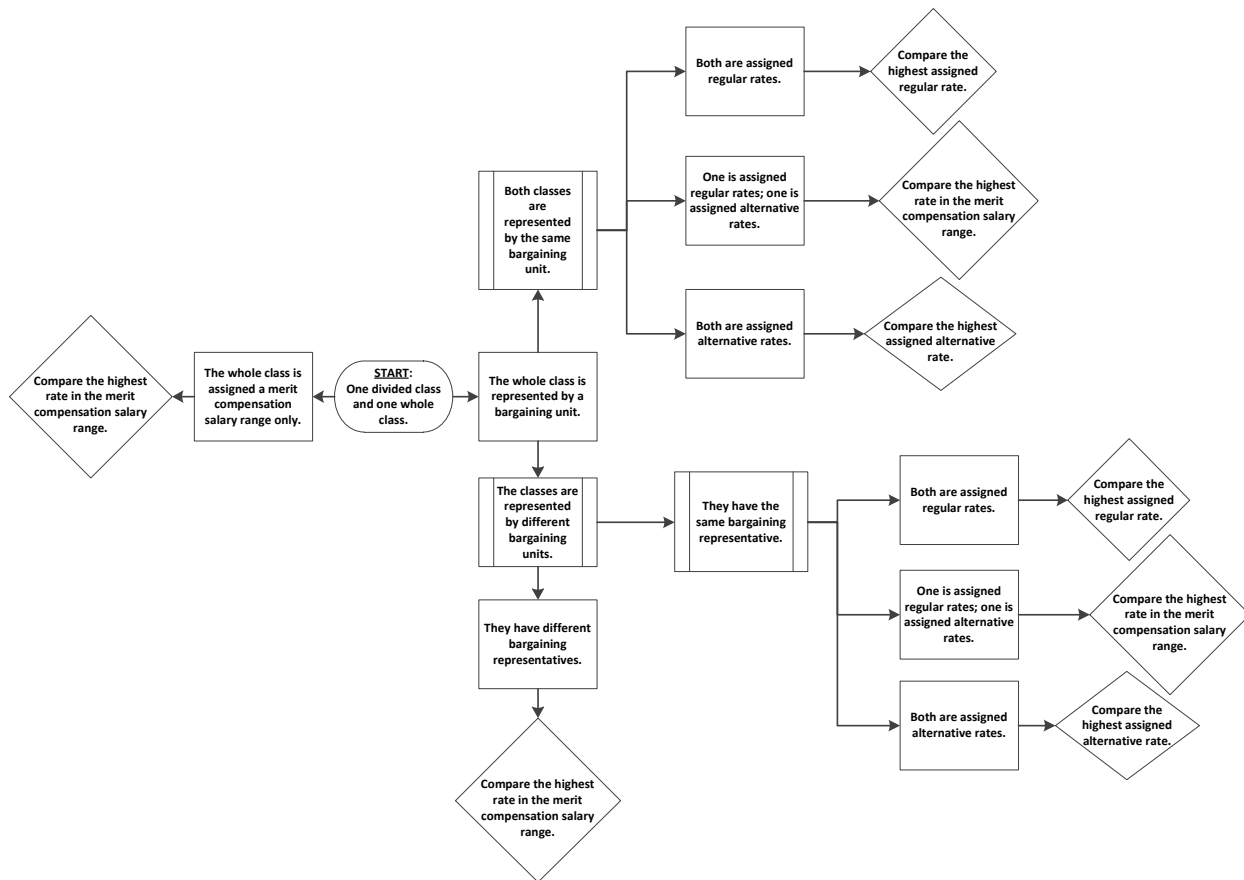
Section 310.APPENDIX C Comparison of Pay Grade or Salary Ranges Assigned to Classifications**Section 310.ILLUSTRATION A Classification Comparison Flow Chart: Both Classes are Whole****Classification Comparison Flow Chart: Both classes are whole.**

(Source: Old Appendix C repealed at 32 Ill. Reg. 9881, effective July 1, 2008; new Appendix C added at 37 Ill. Reg. 9939, effective July 1, 2013)

Section 310.APPENDIX C Comparison of Pay Grade or Salary Ranges Assigned to Classifications

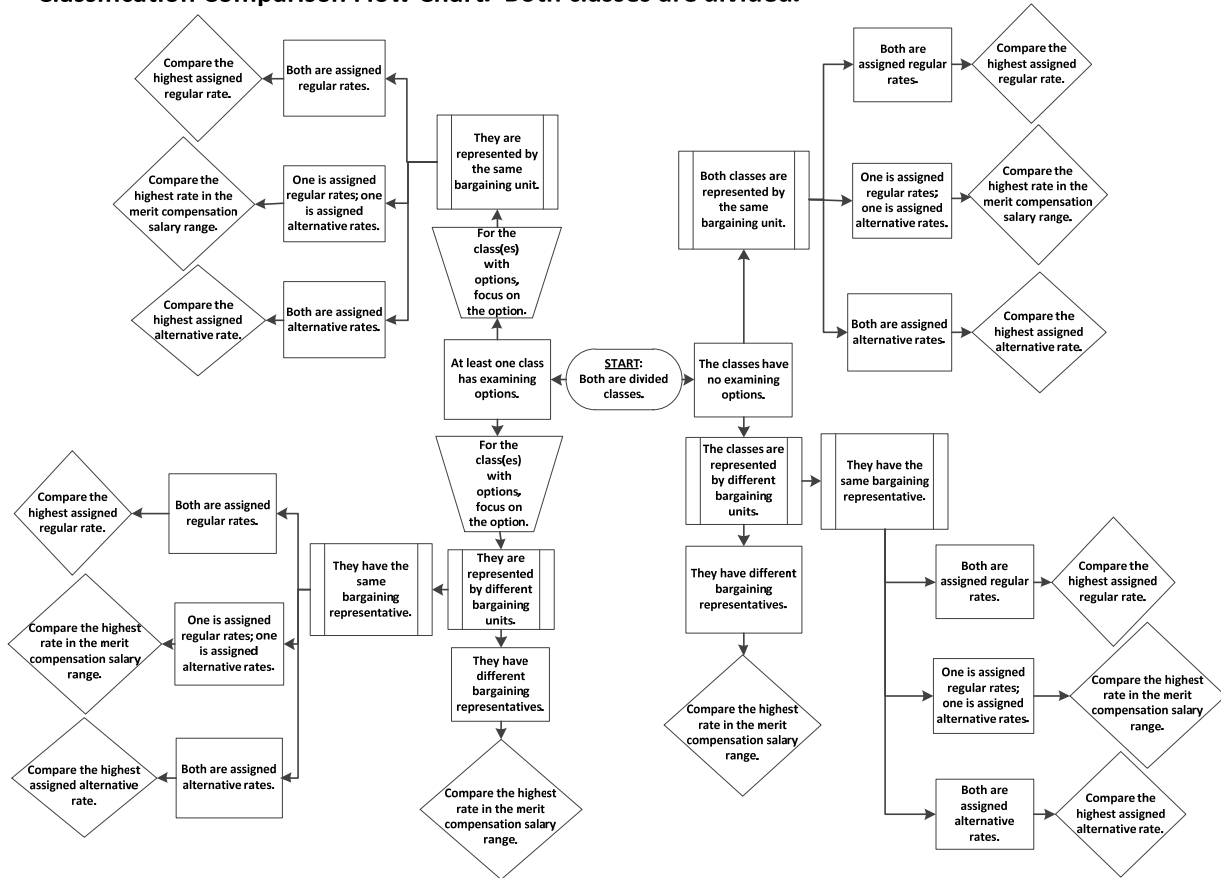
Section 310.ILLUSTRATION B Classification Comparison Flow Chart: One Class is Whole and One is Divided

Classification Comparison Flow Chart: One class is whole and one is divided.



(Source: Old Appendix C repealed at 32 Ill. Reg. 9881, effective July 1, 2008; new Appendix C added at 37 Ill. Reg. 9939, effective July 1, 2013)

Section 310.APPENDIX C Comparison of Pay Grade or Salary Ranges Assigned to Classifications

Section 310.ILLUSTRATION C Classification Comparison Flow Chart: Both Classes are Divided**Classification Comparison Flow Chart: Both classes are divided.**

(Source: Old Appendix C repealed at 32 Ill. Reg. 9881, effective July 1, 2008; new Appendix C added at 37 Ill. Reg. 9939, effective July 1, 2013)

Section 310.APPENDIX D Merit Compensation System Salary Schedule**Effective January 1, 2023**

Salary Range	Minimum Salary	Maximum Salary
MS-01	2121	3231
MS-02	2138	3728
MS-03	2155	4093
MS-04	2172	4357
MS-05	2189	4587

SUBTITLE B

MS-06	2207	4698
MS-07	2280	4897
MS-08	2367	5108
MS-09	2464	5368
MS-10	2556	5802
MS-11	2611	6188
MS-12	2666	6242
MS-13	2779	6530
MS-14	2892	6577
MS-15	2900	6725
MS-16	3020	6917
MS-17	3059	6946
MS-18	3136	7275
MS-19	3174	7321
MS-20	3258	7746
MS-21	3341	7775
MS-22	3435	8127
MS-23	3528	8222
MS-24	3626	8402
MS-25	3724	8731
MS-26	3831	9208
MS-27	3937	9253
MS-28	4058	9714
MS-29	4178	9870
MS-30	4303	11350
MS-31	4432	12021
MS-32	4565	12795
MS-33	4702	13617
MS-34	4843	14577
MS-35	4988	15550
MS-36	5138	16661
MS-37	5292	17913
MS-38	5451	18339
MS-39	5615	18743
MS-60	8414	19954
MS-61	9093	21129
MS-62	9396	21664
MS-63	5783	23309

SUBTITLE B

MS-64	10441	23510
MS-65	10812	24676
MS-66	10987	24953
MS-67	11163	25237

Effective July 1, 2022

Salary Range	Minimum Salary	Maximum Salary
MS-01	1958	3231
MS-02	1978	3728
MS-03	1998	4093
MS-04	2020	4357
MS-05	2138	4587
MS-06	2207	4698
MS-07	2280	4897
MS-08	2367	5108
MS-09	2464	5368
MS-10	2556	5802
MS-11	2611	6188
MS-12	2666	6242
MS-13	2779	6530
MS-14	2892	6577
MS-15	2900	6725
MS-16	3020	6917
MS-17	3059	6946
MS-18	3136	7275
MS-19	3174	7321
MS-20	3258	7746
MS-21	3341	7775
MS-22	3435	8127
MS-23	3528	8222
MS-24	3626	8402
MS-25	3724	8731
MS-26	3831	9208
MS-27	3937	9253
MS-28	4058	9714
MS-29	4178	9870
MS-30	4303	11350

SUBTITLE B

MS-31	4432	12021
MS-32	4565	12795
MS-33	4702	13617
MS-34	4843	14577
MS-35	4988	15550
MS-36	5138	16661
MS-37	5292	17913
MS-38	5451	18339
MS-39	5615	18743
MS-60	8414	19954
MS-61	9093	21129
MS-62	9396	21664
MS-63	5783	23309
MS-64	10441	23510
MS-65	10812	24676
MS-66	10987	24953
MS-67	11163	25237

NOTE: Effective January 1, 2008, the merit compensation grade 12 in the Personnel Code [20 ILCS 415/8b.18(a) and (b) and 8b.19(a) and (b)] that formerly was indicated by MC-12 is MS-32.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)

Section 310.APPENDIX E Teaching Salary Schedule (Repealed)

(Source: Repealed at 8 Ill. Reg. 22844, effective November 14, 1984)

Section 310.APPENDIX F Physician and Physician Specialist Salary Schedule (Repealed)

(Source: Repealed at 8 Ill. Reg. 22844, effective November 14, 1984)

Section 310.APPENDIX G Broad-Band Pay Range Classes Salary Schedule

Effective July 1, 2022

Title	Title Code	Minimum Salary	Maximum Salary
Health Information Administrator	18041	2674	7911

SUBTITLE B

Human Resources Representative	19692	2324	6657
Human Resources Specialist	19693	2674	7911
Liquor Control Supervisor	23755	3116	11079
Public Service Administrator	37015	3116	11079
Residential Services Supervisor	38280	2324	6657
Senior Public Service Administrator, Option 3	40070	4295	16667
Senior Public Service Administrator, other than Option 3	40070	4295	13760

NOTE: The positions allocated to the Public Service Administrator and Senior Public Service Administrator titles that are assigned to the broad-banded salary range have options. See the definition of option in Section 310.500.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)